

		Environmental Sustainability Policy
Author & Version	Date reviewed/approved	Signature of Chair
A Brelsford V4	April 2026	
Number of pages	2	Date of next review: April 2028

Policy Statement

Environmental Sustainability is one of the key pillars of sustainable development. CLEAR recognises that everything we do has an impact on current and future environmental resources. We are committed to play our part in ensuring that we nurture and protect our natural resources for future generations and that we make an overall positive impact for people, place and planet.

Objectives

We will do this through:

- **Ensuring that environmental impact** is a key consideration in the development, implementation and delivery of our services; evidenced through impact assessments and service plans.
- **Reducing waste and consumption** through proactive adherence to principles of reuse, repurposing and recycling
- **Taking additional measures to reduce our carbon footprint** through local purchasing, reducing travel by petrol and diesel vehicles, being mindful of our energy consumption
- **Understanding and educating** ourselves and others on how we can continuously support and improve our environmental impact through training, information and sharing learning
- **Using and promoting the natural environment** as a means to support positive mental health and emotional wellbeing.
- **Setting goals and targets** for continuous improvement through an action plan that is reported alongside our strategic plan, budget and risk register at every Board meeting
- **Informing** our people, clients/customers, partners and suppliers about the difference we make and progress against our targets through our communication channels and annual reports.

Delivering our Objectives

The addition of 8 Cathedral Lane to CLEAR Services has provided us with new and exciting opportunities to improve our environmental impact through the reuse and repurposing of preloved clothes, toys and other household items. It also provides a platform for dissemination of information about environmental impact and the benefits of the natural environment to health and wellbeing. We will also deliver our objective through:

- Incentivising car sharing through an additional allowance for passengers
- The availability of a broad range of recycling collections across the office
- Purchase of sustainable/recycled/recyclable materials
- Reviewing processes to reduce paper and printing
- Implementing recommendations from our energy audit
- Undertaking Carbon Literacy training
- Compiling an action plan with baselines and measures that is reviewed at monthly senior leadership team meetings and reported at quarterly board meetings

Implementation of this Policy

- The Central Team will circulate this policy through Internal Communications, including Monday Matters, and publish in the staff area of website so the policy can be easily accessible, there will also be a printed copy available in our office for any staff member to view.
- Training, and suggested reading will be included as a part of induction process for new employees and new trustees.
- CLEAR will provide ongoing training to all staff and trustees about this policy and CLEAR's commitment to environmental sustainability.
- In order to ensure that everyone covered by this policy has a good working knowledge of it, we will review understanding through test-based surveys, discussion at quarterly service meetings, monthly 1-2-1s for employed staff and at bi-annual contract reviews for sessional staff.