Sustainability Policy

Potential powered up

Distribution	All staff		
Reference Number	SP	**Version**	1.0
Author	Group Director of Quality & People		
Reviewed by	Group Associate Director of People		
Authorised by	Group CEO		
Issue date	30.01.2026		
Review date	30.01.2027		

DOCUMENT CONTROL

Version	Name	Comment	Date
1.0	G. Dawkes	New issue as Leep Group	30.01.2026

Policy Statement

For the purpose of clarity, the term "Leep" refers to the family of Leep organisations – Back to Work, Leep Trade & Leep Talent.

1. Policy Introduction

The idea of sustainability is concerned with "meeting the needs of the present without compromising the ability of future generations to meet their own needs".

Sustainability is a priority for The B2W Group. Staff and learners are encouraged to play their part in creating a healthy and environmentally friendly culture.

This policy sets The B2W Group's aims for aiding sustainable development. B2W is committed to implementing actions to deliver the aims set out below. These actions will promote and embed sustainable development in all aspects of B2W's activities.

The B2W Group is committed to the principles of sustainability. This sustainability policy has been produced to endorse this commitment, guide staff and Learners on required environmental practices and promote this commitment to sustainability to all stakeholders.

The B2W Group is committed to minimising its environmental impact, respecting the environment, and promoting and embedding sustainable development in all aspects of the business. The B2W Group recognises that its operations have an effect on the local, regional and global environment and that it can contribute towards the conservation and protection of the environment. As a result, The B2W Group is committed to continuous improvements in environmental performance and the minimisation of waste and pollution and modes of delivery.

This policy applies to all members of The B2W Group community including staff, learners, governors and is a guide to required environmental practice at the provider for all.

2. Key Aims

<u>Legal and Best Practice</u>

- Set best practice standards and commit to a process of continual environmental improvement by setting and achieving clearly defined sustainable development objectives and targets.
- Meet or surpass requirements of all relevant environmental legislation and take such additional environmental protection measures as is considered necessary.
- Promote awareness of all legislative, economic, technical and market developments that assist progress towards sustainability.
- Establish a group to oversee the implementation of this policy and associated plans.
- Manage responsibly the social, environmental and economic impacts of all The B2W Group's policies and practices and assess potential improvements within The B2W Group's decision- making processes.
- Aim for eventual accreditation to a nationally or internationally recognised environmental management standard as a benchmark of good environmental practice.

<u>Buildings and Estates</u>

- Ensure that The B2W Group business is conducted in a manner that improves energy efficiency and seeks to eliminate waste within all delivery areas and contracts.
- Embed the principles of sustainability in the design of new buildings and refurbishment schemes and building systems.

- Ensure that the management of existing buildings minimises the environmental impact of the energy consumed and maintain The B2W Group estate and those delivered in an environmentally sensitive way.

- Local Community and Company Wide

- Investigate and develop ways of raising the environmental consciousness of the whole of B2W and external community.
- All members of The B2W Group community to take positive action to promote continual environmental improvement and incorporate informed sustainability perspectives within their work.
- Create an ethos of environmental responsibility with staff and learners as well as in the management of the estate and encourage staff and learner initiatives to improve environmental performance.
- Build partnerships and create local information and learning networks for sharing experiences and knowledge of sustainability issues.
- Ensure that this policy and all reports and reviews of environmental performance are communicated to all staff and learners and are available to other key stakeholders.

- Transport

- To promote the use of more sustainable modes of transport by encouraging staff and learners to walk, cycle, use public transport and car share.
- Waste Management

- Minimise waste generation in all The B2W Group activity and encourage repair, reuse and recycling ahead of the responsible disposal of surplus materials
- Ensure 100% legal compliance with WEEE regulations by making sure all electronic equipment is disposed of correctly using our IT Services (Cloud4 Computers)
- Limit the use of printing within the offices and encourage different forms of paperless working.
- Reduce the waste of natural resources and promote sustainable development through tendering and purchasing procedures.
- Regulate all waste production and disposal and discourage litter, graffiti and noise pollution.
- Reduce and where applicable prevent pollution by avoiding the unnecessary use of hazardous materials and processes and take steps to prevent damage to either public or ecological health where such materials are in essential use.
- Reduce the waste of natural resources and promote sustainable development through tendering and purchasing procedures.
- Regulate all waste production and disposal and discourage litter, graffiti and noise pollution.
- Reduce and where applicable prevent pollution by avoiding the unnecessary use of hazardous materials and processes and take steps to prevent damage to either public or ecological health where such materials are in essential use.
- Reduce the waste of natural resources and promote sustainable development through tendering and purchasing procedures.
- Regulate all waste production and disposal and discourage litter, graffiti and noise pollution.
- Reduce and where applicable prevent pollution by avoiding the unnecessary use of hazardous materials and processes and take steps to prevent damage to either public or ecological health where such materials are in essential use.

- Supply and Use of Consumables

- Develop procurement procedures to ensure social, ethical and environmental criteria are integrated into programmes.

- Manage, conserve and maximise the efficient use of energy, water and materials.
- Continually increase the use of renewable resources and recycling.
- Examine ways of reducing the environmental impact of The B2W Group's use of consumables, energy and water.
- Prioritise contracts with companies that have clear and comprehensive environmental policies. These will usually include statements on re-use and recycling, transport commitments, the use of local companies and sources of supply where possible, energy reduction commitments, etc.
- Wherever possible the B2W Group's will use local companies for its purchases, contracts, etc to reduce the impact of transport on the environment.

- Wherever possible provide recycling bins and use a recycling company to collect all recyclable streams (e.g., plastic and cans).

- **Monitoring and Review**

- The implementation and effectiveness of the Sustainability Policy will be monitored by the group.
- Annual training will be delivered to staff on environmental awareness and sustainability.
- This policy applies to and will be applied fairly to B2Ws procured AEB contract and provision with GLA.