



Sustainability and Environmental Policy

Department:

Organisation

Version:

5

Author:

CEO

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1. INTRODUCTION

- 1.1. Hill Homes is committed to the promotion of sustainability and the protection of the environment.
- 1.2. Hill Homes accepts responsibility for the harmful effects its operations may have, both locally and globally, and is committed to reducing them.
- 1.3. Hill Homes encourages happiness and wellbeing at work and in our homes.
- 1.4. Hill Homes practices diversity and inclusivity.
- 1.5. Hill Homes promotes the development of knowledge, skills and education.
- 1.6. Hill Homes respects heritage and culture.
- 1.7. Hill Homes is aware of:
 - carbon emissions and embedded carbon;
 - the consumption of energy and water;
 - the use of materials and its wastage; and,
 - the impact it may have on biodiversity and ecology.
- 1.8. The standards of conduct set out in this policy apply to all board members and workers.
- 1.9. The standards of conduct set out in this policy apply to any organisation operating with, and on behalf of, Hill Homes.

2. DEFINITIONS

- 2.1. Hill Homes refers to the group of companies comprised of Hill Homes Housing Association, Hill Homes Care Ltd and Hill Homes Care Services Ltd.
- 2.2. Workers includes all employees, agency staff, consultants and contractors.

3. AIMS AND OBJECTIVES

- 3.1. Hill Homes endeavours to:
 - promote sustainable practices;
 - minimise the environmental impact of our business activities; and,
 - influence those with whom we work to bring about sustainable solutions, at both a local and global level.
- 3.2. Hill Homes will encourage everyone to understand they are responsible for implementing this policy where it relates to their own day-to-day activities.
- 3.3. Hill Homes will encourage all third parties with whom we interact:
 - to support us in implementing this policy; and
 - to reflect such a policy in their own corporate governance.

4. POLICY STATEMENT.

4.1. Hill Homes is committed to:

- financial responsibility;
- focussing on financial viability; and
- practicing good governance.

4.2. Through its business decisions and daily activities, Hill Homes will endeavour to:

- prevent pollution;
- reduce waste;
- encourage recycling;
- reduce energy and water consumption; and
- reduce the use of non-renewables and single use plastics.

4.3. Hill Homes will monitor, and seek to improve, the social consequences of our actions whilst ensuring that this provides financial stability and viability.

4.4. Hill Homes will utilise strategies to improve the sustainable credentials of our business decisions and daily activities.

4.5. Hill Homes will comply with all applicable legal requirements.

4.6. Hill Homes will seek to develop a holistic approach to sustainability issues by working with, and influencing, our tenants, staff, partners, suppliers and contractors.

4.7. Hill Homes will provide training, and encouragement, to its employees to develop in themselves, and in others, knowledge and skills to support sustainable and environmentally responsible behaviour and awareness.

4.8. Hill Homes will promote initiatives to support the health and wellbeing of all its employees whilst recognising different cultures and encouraging diversity and inclusivity.

4.9. Hill Homes is committed to investing in funds that contribute to sustainability and supports businesses that take action to strengthen their resilience to climate change.

4.10. Hill Homes will monitor its sustainability performance and implement a culture of continual improvement.

5. LEGISLATION, REGULATION AND GUIDANCE

5.1. The Climate Change Act 2008 sets out the UK Government's commitment to reduce carbon emissions to net zero by 2050.

5.2. The Environmental Permitting Regulations (England and Wales) 2010 cover the storage, treatment, transport and disposal of hazardous waste. Waste is

considered to be hazardous when it might be harmful to human health or the environment.

- 5.3. The Environment Act 1995 was instrumental in establishing the Environment Agency and it deals with air quality, contaminated land, water quality and waste.
- 5.4. The Waste Electrical and Electronic Equipment (WEEE) Directive came into force in January 2007 and has since been amended multiple times. The directive aims to both reduce the amount of Electrical and Electronic waste being produced and encourage everyone to reuse, recycle and recover it. There are eight categories of items covered:
 - large household appliances;
 - small household appliances;
 - IT and telecoms equipment;
 - medical devices;
 - consumer equipment;
 - lighting equipment;
 - electrical and electronic tools; and,
 - toys, leisure and sports equipment.
- 5.5. The Environmental Protection Act 1990 covers a large variety of topics, including:
 - pollution control;
 - waste on land; and,
 - statutory nuisances and clean air.

6. CONFIDENTIALITY

- 6.1. Details of any person raising a genuine concern about Hill Homes' sustainability and environmental practice will be kept confidential.
- 6.2. In the event that the name of a person raising a concern needs to be shared, permission will be sought in advance of any sharing.

7. MONITORING AND REPORTING

- 7.1. A report on Hill Homes' compliance with this policy will be considered by the Board on an annual basis.