

Prosper Group - Sustainability Policy

1.0 Introduction

At Prosper Group, we are dedicated to providing services that help advance the lives of individuals with an intellectual disability while also being mindful of our environmental impact in how we plan and deliver those services. As a not-for-profit disability organisation, we understand the importance of sustainability and its role in fostering a better future for our community, the individuals that we support and the planet. This sustainability policy outlines our commitment, objectives, and strategies to integrate sustainable practices into all aspects of our operations and services.

2.0 Commitment to Sustainability:

We are committed to promoting sustainability as an integral part of our organisational ethos. Our commitment extends to supporting and empowering individuals with intellectual disabilities to become advocates and practitioners for environmental awareness and action.

3.0 Objectives:

Our sustainability objectives are as follows:

- **Carbon Footprint Reduction:** We aim to reduce our carbon footprint through energy-efficient practices, sustainable transportation choices, carbon sequestration and waste reduction initiatives.
- **Energy Efficiency:** We will strive to enhance energy efficiency across our buildings and vehicles by promoting energy-conscious behaviour among service users and staff and by implementing energy-saving retrofits (with a fabric-first approach).
- **Waste Reduction and Recycling:** We are dedicated to minimising waste generation through recycling programs, composting, and responsible waste management practices in our facilities.

- **Biodiversity Conservation:** We recognise the importance of biodiversity and will implement measures to protect and enhance biodiversity on our premises, such as creating green spaces and habitats for local flora and fauna
- **Inclusive Sustainability:** We will ensure that our sustainability initiatives are accessible and inclusive for individuals with intellectual disabilities, allowing them to actively participate and contribute to our greening efforts.
- **Community Engagement:** We will engage our over service users, staff, and the wider community in sustainability education and activities, encouraging everyone to take an active role in environmental stewardship.
- **Sustainable Procurement:** We will prioritise sustainable procurement practices, selecting suppliers and products that align with our environmental values and ethical standards.
- **Collaborative Partnerships:** We will collaborate with local authorities, businesses, and community organisations to amplify our sustainability impact and foster a culture of sustainability in our local area.
- **Continuous Improvement:** We are committed to measuring our sustainability progress, setting achievable targets, and continuously enhancing our practices to create a positive environmental legacy.

4.0 Strategies:

To achieve our objectives, we will implement the following strategies:

- **Energy Audits:** Energy audits will be conducted to identify opportunities for energy efficiency improvements across our buildings.
- **Energy Management and Sustainability Census:** An Energy Management and Sustainability Census (in-house audit) will be carried out periodically across our buildings to further monitor progression.
- **Sustainable Transport:** We will encourage the use of sustainable transportation options, such as bicycling and using public transport, for service user and staff. We will commit to migrating our transport fleet to more environmentally-friendly vehicles.
- **Waste Management:** We will establish waste reduction goals, promote recycling awareness, and implement responsible waste disposal practices throughout our facilities.

- **Biodiversity Initiatives:** We will implement biodiversity enhancement projects, such as planting native vegetation and creating wildlife-friendly spaces.
- **Sustainable Procurement:** We will prioritise suppliers that adhere to sustainable and ethical practices, considering environmental impact and social responsibility.
- **Education and Empowerment:** We will provide accessible sustainability education and training to service users, staff, fostering a sense of ownership and engagement.
- **Green Building Practices:** When feasible, we will incorporate sustainable design and construction principles in new buildings or renovations to minimise environmental impact.
- **Data Tracking and Reporting:** We will monitor and report our sustainability progress to stakeholders, sharing achievements and lessons learned.
- **Communication:** We will showcase and promote projects and initiatives targeted at sustainability.

5.0 Review and Update:

We will review and update this sustainability policy regularly to align with evolving environmental priorities, regulations, and our organisation's strategic goals.

We, the members of Prosper Group commit to upholding this sustainability policy and championing environmentally responsible practices that enhance the well-being of our service users, our community and the planet.