

CAST COMMERCIAL ACUMEN LIMITED

Environmental Sustainability Policy

1. Purpose of the Policy

The purpose of this policy is to provide direction on the promotion, integration, management, review and evaluation of Environmental Sustainability, Sustainable Development and Global Citizenship within all aspects of Cast Commercial Acumen Limited ("CAST").

This policy represents our intention and desired future state, and not our starting point. We will continuously seek to establish new attitudes and behaviours to help us contribute at the highest level and highest standard for the greatest good of all.

As stated in the Welsh Government 2006 publication - Education for Sustainable Development and Global Citizenship ("ESDGC"): A Strategy for Action:

The world in which we live is the only one that we have - its resources are finite. To live sustainably and to be globally aware of the impact of our own lifestyles is, therefore, not an option but a necessity. It is fundamental that the principles of education for sustainable development and global citizenship are built into every aspect of our day-to-day life. It is key to us not only "Starting to Live Differently" but to ensuring that we completely transform the mindset of future generations. ESDGC should be embedded in each individual's education and training from 'cradle to grave'... the [WBL] sector is not just a driver of inclusion, social mobility, and economic competitiveness, but can play a key role in creating a sustainable, globally aware society.

This policy defines the way CAST will strive to meet this desire. It states our commitment to furthering lifelong learning opportunities across all our training programmes and beyond this into the professional and personal lives of team members and learners.

CAST is committed to providing a quality service in a manner that ensures a safe and healthy workplace for its employees, a safe and healthy learning environment for our learners and minimises its potential impact on the environment. CAST will comply with all relevant environmental legislation and strives to use pollution prevention guidance and environmental best practices in all its undertakings.

2. Scope of Policy

2.1 This policy covers all organisational activities of CAST, and this policy applies to all team members and learners whilst indirectly providing direction and awareness to the wider community and partner organisations. Our commitment is for the whole organisation to be governed by this policy under its commitment to best practice and environmental sustainability.

3. Impact on the learner

3.1 The implementation of this policy will ensure that all Learners can gain:

- a) a better understanding of how to live and work in a way that minimises negative impacts on the environment and which promotes sustainability.

- b) gain a better understanding of the seven goals as adapted from the ESDGC, so that they are better able to make informed decisions which not only affect themselves but also their wider community and society as a whole.

4. Definitions

4.1 Environmental Sustainability for the purposes of this policy has been adopted from ESDGC, 2002 and is defined as:

- *The links between society, economy, and environment and between our own lives and those of people throughout the world*
- *The needs and rights of both present and future generations*
- *The relationships between power, resources, and human rights*
- *The local and global implications of everything we do; and*
- *The actions that individuals and organisations can take in response to local and global issues.*

4.2 Sustainable development is defined as:

Enhancing the economic, social, and environmental wellbeing of people and communities, achieving a better quality of life for our own and future generations:

- *in ways which promote social justice and equality of opportunity; and*
- *in ways which enhance the natural and cultural environment and respect its limits - using only our fair share of the earth's resources and sustaining our cultural legacy*

4.3 Environmentally sustainable development is the meeting of present needs without compromising the ability of future generations to meet their own needs.

4.4 Sustainability is a process of ensuring the wise use of all resources within a framework in which environmental, social, and economic factors are integrated.

4.5 Below are the Seven ESDGC Wellbeing Goals adapted to align with CAST values. CAST will work to ensure its contribution towards helping achieve all seven wellbeing goals, not just one or two.

1. A Prosperous Society
2. A Resilient Society
3. A More Equal Society
4. A Healthier Society
5. A Society of Cohesive Communities
6. A Society of Vibrant Thriving Cultures
7. A Globally Responsive Society

4.6 CAST will also do all we can to influence our contractors, associates, clients, and partners to make an impact from their own contributions.

5. Implementation

5.1 The main environmental impacts of the business are travel and energy usage. In recognising these impacts, we have committed to continual environmental improvement and pollution prevention. The challenging aims of this policy will be achieved via four core operational routes:

5.2 Organisational Commitment and leadership

5.2.1 CAST is committed to Environmental Sustainability through the adoption of socially responsible business practices and effective governance. These practices will include maintaining a Kindness Impacts register.

5.2.2 CAST believes that its team members should act as role models for learners, contractors, associates, customers, and partners and take every opportunity to positively promote the benefits of Environmental Sustainability.

5.3 Education

5.3.1 Where appropriate, we will embed examples the following themes through our schemes of work and lesson plans.

- a) Wealthy, poverty, cost of living
- b) Choices and decision making
- c) Natural environment
- d) Climate change
- e) Identity and culture
- f) Health, mental health, and wellbeing
- g) Consumption and waste

5.4 Stakeholders, Partnerships and Procurement

5.4.1 CAST is committed to improving the work-based learning sector with regard to Environmental Sustainability. The organisation will seek to partner with other work-based learning providers and stakeholder organisations in best practise sharing, dialogue initiation, promotional activities, partnership working and employer awareness.

- a) Promote best practices for sustainable procurement.
- b) Ensure that suppliers' environmental credentials are, where possible, considered when the supplier evaluation/ approval process is completed.
- c) Specify, where possible, the use of environmentally friendly goods and services.
- d) Ensure that consideration is given within all specifications for suppliers to submit offers/quotes for environmentally friendly alternatives.
- e) Work with our key suppliers to make sustainability improvements.

5.5 **Reduce, Re-use, Recycle.**

CAST encourages all team members and learners to use less, then re-use and only then recycle. Specific examples include:

Reduce

- a) Minimise the use of paper and printing.
- b) Working remotely by default and only travelling when necessary
- c) Encouraging car sharing and travel that is more sustainable.
- d) Controlling activities when systems are not in use, i.e., switch off at night.
- e) Implement the use of sensor-based lighting systems where possible.
- f) Promote the use of low energy light bulbs at all premises in use.
- g) Encourage staff to use only water needed when boiling kettles.
- h) Promote the use of low energy heating equipment.

Re-use

- i) Stop the use of single-use cups in offices.
- j) Giving all team members reusable travel mugs and water bottles to use when away from the office or home.

Recycle

- k) Encourage all team members to recycle all office waste materials, i.e., office waste paper, ink, and toner cartridges, bought in catalogues and leaflets, aluminium cans, plastic bottles.

6. **Responsibilities**

6.1 Operational Board of Directors:

- a) Ensuring CAST fully meets its legal requirements.
- b) Ensuring effective implementation of this policy.
- c) Ensuring this policy is reviewed regularly.

6.2 Managers:

- a) Providing a consistently high-profile lead on all issues contained within the policy and procedure.
- b) Ensuring all aims and objectives of the policy and procedure are effectively implemented.
- c) Ensuring all team members are fully aware of their individual and collective responsibilities.
- d) Providing appropriate training and development activities to ensure team members have the skills and knowledge to support this policy and procedure.
- e) Ensuring that appropriate action is taken against anyone found to be in breach of the content of this policy and procedure.

- f) Proactively communicating commitment to this policy and procedure to learners, employers, team members and external stakeholders.
- g) Monitoring and evaluating the implementation of all Environmental procedures and practices whilst ensuring consistent behaviours and standards across all team members.

6.3 Team Members:

- a) Ensuring that environmental sustainability is effectively integrated into the professional practice of teaching, research and service delivery.
- b) Maintaining an awareness of environmental sustainability by attending development programmes and training.
- c) Fully engage in activities aimed to develop an awareness of environmental issues.
- d) Effectively promoting and communicating the importance and benefits of Environmental Sustainability to learners, stakeholders and the wider community.
- e) Always behave in a socially responsible manner.
- f) Ensuring they are aware of the environmental sustainability responsibilities and taking equal responsibility in ensuring that CAST provides an environmentally sustainable learning environment.
- g) Engaging fully in the activities provided and developing themselves to behave in an environmentally aware and socially responsible manner.

7. Policy Review and Implementation

- 7.1 CAST shall review this Policy as required in order to ensure that it remains up-to-date and fit for purpose.
- 7.2 This Policy will be updated as necessary to reflect current best practice, official guidance, and in line with current legislation.
- 7.3 This Policy shall be deemed effective as of 13th April 2023. No part of this Policy shall have retroactive effect and shall thus apply only to matters occurring on or after this date.

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Signature:	

This Environmental Sustainability Policy is not contractual and may be varied by Cast Commercial Acumen Limited at any time.