CARBON REDUCTION, ENVIRONMENTAL & SUSTAINABILITY POLICY STATEMENT

Train'd Up is a UK wide organisation specialising in training & development. Protection of the environment in which we live and operate is part of Train'd Up's values and principles and we consider it to be sound business practice. Care for the environment is one of our key responsibilities and an important part of the way in which we do business.

IN THIS POLICY STATEMENT WE COMMIT OUR COMPANY TO:

- Complying with all relevant environmental legislation, regulations and approved codes of practice;
- Protecting the environment by striving to prevent and minimise our contribution to pollution of land, air, and water;
- Increasing energy efficiency & reducing energy consumption;
- Reducing consumption of fossil fuels;
- Reducing emissions of CO2 and other harmful greenhouse gases;
- Seeking to keep wastage to a minimum and maximise the efficient use of materials and resources;
- Managing and disposing of all waste in a responsible manner;
- Providing training for our staff so that we all work in accordance with this policy and within an environmentally aware culture;
- Regularly communicating our environmental performance to our employees and other significant stakeholders;
- Developing our management processes to ensure that environmental factors are considered during planning and implementation;
- Monitoring and continuously improving our environmental performance.

SCOPE AND PURPOSE:

- Train'd Up has a responsibility towards sustainable development and aims to adopt good working practices and incorporate sustainable concepts throughout its activities. By acknowledging the impacts, the organisation has on the environment, Train'd Up aims to continually improve and develop sustainable values. Train'd Up will promote key principles through events, research activities, the curriculum and the implementation of agreed actions;
- Sustainability is defined as: *'Development that meets the needs of the present without compromising the needs of future generations to meet their own needs*.'

ACCOUNTABILITY:

- The Senior Management Team are responsible for ensuring the policy is implemented, reviewed annually and updated. The Managing Director is responsible for supporting and promoting the sustainable agenda and policy;
- The Managing Director is responsible for adopting sound sustainability and environmental management practices by identifying and implementing sector and industry standard targets and improvement opportunities across the whole sustainability and environmental arenas.

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LEARNER INVOLVEMENT:

- It is important to engage staff and students and encourage them to become involved with sustainable development, through events to raise awareness or by teaching the subject within the curriculum.

POLICY STATEMENT ON SUSTAINABILITY:

- The declaration commits Train'd Up to far-reaching plans that ensure they make better use of resources and champion sustainable development among staff, Learners, and employers.

PROCESS TO CONTROL SUSTAINABILITY:

Train'd Up will maintain and develop the business in a sustainable manner and reduce carbon emissions by:

- Further develop business sustainable procurement activities to ensure that social, ethical and environmental assessment of products and services are recognised whilst achieving best value for Train'd Up;
- Reducing waste, particularly waste going to landfill, and promoting recycling wherever possible;
- Considering biodiversity opportunities across all Train'd Up facilities;
- Encouraging sustainable travel, by promoting public transport, cycling, walking and car sharing schemes;
- Establishing waste, utilities and sustainability targets in order to measure the impact and performance on an on-going basis and report the development and success of projects;
- Working with Learners to promote sustainability through events and the curriculum;
- Working with stakeholders to encourage and establish sustainable practices throughout.

DIRECTOR POLICY APPROVAL:

This Policy is reviewed as a minimum on an annual basis and is approved and endorsed by the Board of Directors and Senior Management Team.

Signed on behalf of Company Directors:

Laura Thompson

Name: Laura Thompson
Position: Finance Director
Date: 13/10/2025

END.

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