



Policy: SUSTANABILITY POLICY
Approved by: Leadership Group

Date Approved: May 2023

Frequency of review: Every 3 years (unless influenced by a significant event change)

POLICY STATEMENT:

Sustainability is fundamental to Broadland in all aspects of our business. We recognise the importance of reducing our carbon footprint and the positive impact this will have on the environment, the lives of people, and supporting the delivery of our corporate objectives.

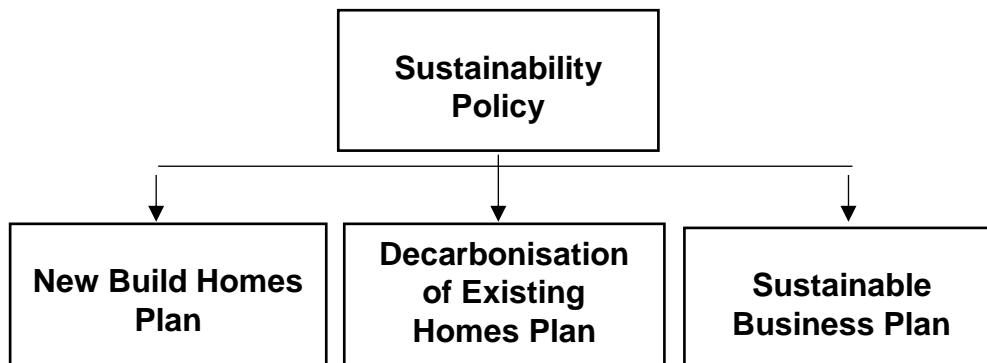
The policy reflects our strategic vision on how Broadland will play our role in tackling climate change and meeting the Government’s net zero carbon emission target by reducing emissions by 80% by 2050 compared to 1990 levels.

This policy has been developed to ensure Broadland complies with current legislation, regulatory expectations and good practice, and will be subject to ongoing review.

Policies apply to all legal entities within Broadland unless stated otherwise.

SCOPE:

Broadland has set out its framework for the management and continuous monitoring of our sustainability objectives within the following key documents.



Our strategic vision covers all business activities within three strategic areas.

1) **Environmental**

How we use and manage our environmental impact which include:

- Improving the energy performance of new and existing homes,
- Reducing our carbon footprint associated with our operational activities,
- Reducing our carbon footprint from the materials we source,
- Influencing partners and stakeholders to reduce their carbon emissions.

2) **Social**

How we foster and influence people and culture which reaches out to the broader community including:

- The impact on affordability for less energy efficient homes,
- Listening to our residents and providing educational information on energy efficiency,
- Providing a tenant led framework to influence the decision making process,
- Using customer satisfaction and feedback to improve performance and help embed a sustainable focused culture,
- To act as a responsible organisation, recognising the positive role we play and the impact this has on the lives of residents, our employees and partnering organisations.

3) **Governance**

Ensuring we have the right governance structure in place and comply with our regulatory requirements which include:

- Approval of key policy documents,
- Oversight of strategic risk,
- Transparency of our sustainability objectives and monitoring progress.

KEY STAFF RESPONSIBILITIES:

Board

The Board is responsible for ensuring the continued development of certain policies (refer group Standing Orders for further details).

Senior management

The Management Team are responsible for ensuring that policies and procedures are followed by all concerned. Provide specific responsibilities that the senior management have in relation to this policy and give details of roles involved in implementing the policy.

Staff

Employees are responsible for ensuring they are fully aware and adhere to the terms set out in the policy. Provide details of any staff roles involved in implementing the policy and their responsibilities.

The Board –	Governance and review of our sustainability policy and monitoring progress.
Environmental Champions –	Ambassadors for promoting and embedding a culture of sustainability.
Executive Development Director –	Building low carbon homes.
Assistant Director of Assets –	Improving the carbon efficiency of our existing homes.
Head of Procurement –	Embedding sustainability in procurement activity and reducing our operational carbon footprint from services provided.
Tenant Assurance Panel (other) –	Tenant led ambassadors helping to embed a culture of sustainability in our communities and strengthen efforts to make more sustainable everyday choices.
All Staff –	Demonstrate an awareness of sustainability and the choices we make that can have a positive impact in reducing our carbon footprint. Employees are responsible for ensuring they are fully aware and adhere to the terms set out in the policy.

DEFINITIONS:

Broadland – all entities of Broadland Housing Association (unless otherwise stated)

H&S – Health & Safety

EIA – Equality Impact Assessment

RELVANT KEY LEGISLATION AND RELATED DOCUMENTS: (not limited to)

Legislation	Documents
<ul style="list-style-type: none"> Climate Change Act 2008 	<ul style="list-style-type: none"> New Build Homes Plan Decarbonisation of Homes Plan Sustainable Business Plan Asset Management Strategy Disposal Policy

EQUALITY IMPACT ASSESSMENT:

This policy has had an Equality Impact Assessment (EIA) that has identified that this policy does not discriminate either directly or indirectly and does not disadvantage any individual or group.

DATA PROTECTION

This policy (and associated procedures) requires a Privacy Impact Assessment (PIA) and one was completed in May 2023 and appropriate risk mitigations implemented.

IMPORTANT PRINCIPLES:

Broadland will only share personal data in accordance with the requirements of the GDPR/ Data Protection Act 2018. We will abide by the laws and regulations in relation to the right to confidentiality, data sharing and disclosure rules in the Act and in relation to any Civil and/or Criminal disclosure legal requirements.

Broadland will inform individuals of the identity of other parties to whom we may disclose, or to whom we may be required to provide, personal data; the circumstances in which this may happen, and when any exceptions to this rule may apply.

Please refer to the Data Protection Policy. This will inform you about Broadland's approach to securing your data, the appropriate use of data, how long we store and retain your data, and your rights regarding your data.

To deliver against our objectives, Broadland sustainable principles will focus on:

- We will support our residents by making their homes more energy efficient which will also help fuel poverty households.
- We understand the link between healthy homes and the wellbeing of the occupants and will aim to tackle factors that has a detrimental impact on the occupants' enjoyment of their home such as damp and mould.
- Education is key to supporting our sustainable vision and we will communicate with residents, staff and other stakeholders to make a difference.
- We will progress and seek to influence decisions to source affordable and clean energy.
- Quality standards of work and understanding new green technologies play a critical part in achieving our objectives and we will promote accredited services and materials.
- Our policy will be equitable for all, and we will have a plan for the prioritisation of decarbonisation works which focuses on the poorest energy performing homes.
- We will monitor our carbon emissions from our operational activities with a view to reducing our carbon emissions.
- We will work within the wider communities to promote biodiversity and promoting sustainable communities.

- We will set targets and benchmark our performance against recognised sustainable standards.

It is Broadland's intention to manage all its operations regarding health and safety in compliance with all current and relevant guidelines and legislation.