

SUSTAINABLE DEVELOPMENT (NET ZERO) IMPLEMENTATION PLAN & POLICY

Effective for all employees and staff on or after 22 December 2022

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Please Note: A formal, full review of this document will take place on a 3-yearly basis. However, in the interim, the document will be updated as necessary to remain current with any statutory legislation and/or significant Government guidance and updates on the subject.

DOCUMENT CONTROL

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SCOPE

1. This plan and policy will work alongside the L&F Carbon Reduction Plan which will be published in early 2023.
2. This Plan and Policy applies to all of L&F Training's (L&F's) employees, staff, learners and Employers/Service users. This includes anyone based in, or working at, any premises occupied or utilised by L&F in order to delivery its services.

INTRODUCTION

L&F recognises its responsibility to the environment, beyond legal/regulatory requirements and is committed to reducing L&F's environmental impact by making Carbon reduction an integral part of business/operational strategy. Effectively, L&F has made a commitment to reach Net Zero by 2030.

This document lays out L&F's commitment to Sustainable Development and the basic plan for L&F to achieve Net Zero.

Full details on how we plan to achieve Net Zero will be laid out in L&F's formal Carbon Reduction Plan. L&F are planning to use the Gov.uk Carbon Reduction Plan template for this purpose and aim to publish the first version in early 2023.

DEFINITIONS:

Sustainable Development is terminology devised to describe how we can meet our economic needs whilst respecting the Earth's natural resources.

The United Nations website provides this definition:

'Sustainable development requires an integrated approach that takes into consideration environmental concerns along with economic development.

In 1987, the United Nations Brundtland Commission defined sustainability as "meeting the needs of the present without compromising the ability of future generations to meet their own needs." Today, there are almost 140 developing countries in the world seeking ways of meeting their development needs, but with the

increasing threat of climate change, concrete efforts must be made to ensure development today does not negatively affect future generations.

The Sustainable Development Goals form the framework for improving the lives of populations around the world and mitigating the hazardous man-made effects of climate change. [SDG 13: Climate Action](#), calls for integrating measures to prevent climate change within development frameworks. [SDG 14: Life Below Water](#), and [SDG 15: Life on Land](#), also call for more sustainable practices in using the earth's natural resources.'

Net Zero 'refers to a state in which the greenhouse gases going into the atmosphere are balanced by removal out of the atmosphere.

The term net zero is important because – for CO₂ at least – this is the state at which global warming stops. The Paris Agreement underlines the need for net zero. It requires states to 'achieve a balance between anthropogenic emissions by sources and removals by sinks of greenhouse gases in the second half of this century" (<https://netzeroclimate.org/what-is-net-zero/> refers).

Carbon Reduction Plan is a plan whereby an organisation reflects its ongoing commitment to the management and reduction of their business-related carbon emissions and tracks progress.

L&F'S SUSTAINABLE DEVELOPMENT IMPLEMENTATION & NET ZERO COMMITMENT

L&F is committed to the following steps towards effectively implementing sustainable development and achieving Net Zero:

- Integrating environmental considerations into all decision making
- Communicating/promoting environmental awareness, responsibility and L&F commitments to employees, partners and clients
- Reducing waste through re-use, recycling and refurbishing where possible
- Promoting efficient use of resources; including water, gas, electricity and packaging
- Reducing the need to travel
- Continually improving L&F environmental performance, to attain net zero by 2030; regularly reviewing the Sustainable Development Implementation policy and objectives, as well as the Carbon Reduction Plan, on route to that goal.

- Policies, plans and associated processes, will be reviewed at least annually and communicated to staff, learners and delivery partners via email, staff meetings, training events etc...

L&F's activities to reach Net Zero:

- Recycle bins for Paper, plastic and metal already provided/used.
- Increase recycling capacity by extending recycling to other materials as opportunities increase
- Charity shop: run and managed by volunteers on site enabling further recycling (clothing, bric-a-brac etc.)
- Transitioned from largely paper-based to 80% online record retention, reducing paper usage
- Flexible working introduced; allowing staff to work hybrid, from home and office (L&F recognises that remote working can positively impact on L&F's Carbon footprint, reducing commuting; resulting in fewer office supply needs, leading to less waste).
- Encouraging staff to embrace greener travel methods (reduce car journeys; increase public transport use, walking and cycling/zero carbon alternatives wherever possible)
- Bicycle bays will be provided/increased to encourage staff and learners to cycle to L&F.
- Incentive schemes planned, to support: bike purchase; walk/cycle to work and car share schemes; staff involvement L&F's move to Net Zero (i.e., Net Zero idea awards)

Over the next 7 years, L&F will aim to reduce emissions by 14.5% each year to reach the Net Zero target by 2030.

ASSOCIATED POLICIES, PROCESSES AND PLANS

- Carbon reduction Plan