



Directors: Ben Fitzgerald and Rosie Frost

KINDCODY POLICY - ENVIRONMENTAL POLICY

Revised: 10 APRIL 2021

Policy

1. KINDCODY acknowledges the connection between our climate and other environmental crises and the threat of current and potential future homelessness, disease, destruction of biodiversity, food and water shortages and poverty for millions of people around the world and thus its responsibility to reduce its own carbon and environmental footprints.
2. It therefore as a Board formally commits itself to being an environmentally responsible organisation. To take this forward it commits to the actions defined in this policy document.
3. The board mandates the KINDCODY management team to take executive responsibility for taking forward and implementing this commitment.

The KINDCODY management team is requested to report to the board annually on progress made, including statistical information on KINDCODY's annual environmental performance. See Appendix 1 for suggested data that should be reported.

Kindcody Ltd trading out of 20a Silk Mill business park,, HP23 5EF, Ting, United Kingdom.

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4. This annual environmental report will also cover any positive progress made in helping its clients and wider community improve their environmental performance.
5. The annual environmental report will be presented at the same board meeting as the annual accounts.
6. Progress on improvement of KINDCODY's environmental performance will be a standard item at senior management meetings.
7. All staff contracts will include a clause stating that staff will be expected to help KINDCODY in carrying out its aim of being an environmentally responsible organisation, in how they carry out their day-to-day duties. Relevant job specifications will be drafted to include relevant individual environmental responsibilities e.g. for facilities and financial managers and induction procedures for new staff will include information on the charity's environmental practices.
8. KINDCODY will ask all our current and future suppliers for their environmental policies and for evidence of implementation of such policies and indicate that such performance will be used as criteria for supplier selection.



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9. KINDCODY will seek to have relevant environmental clauses included in all future contracts agreed with outside bodies.
10. KINDCODY will include environmental responsibility training in future staff training programmes.
11. KINDCODY will seek to make all of its current and future premises to be as energy and water efficient as practical and will develop a Recycling and Zero Waste Policy with an objective of eliminating all waste to landfill / incineration and seeking to avoid creation of waste in the first place. As KINDCODY does not own premises, it will work with the owners to try and achieve this ambition.
12. KINDCODY will observe environmental legislation as a minimum standard and seek to out-perform current legislative requirements where practical.
13. KINDCODY will develop and maintain a sustainable transport policy, seeking to reduce unnecessary travel and making the transport that is necessary as sustainable as possible and will monitor progress annually.

Entry into Force

14. This policy is effective immediately.



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Chris Frost, Chief Operating Officer

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Annex 1 - Suggested Annual Reporting Data

- Kwh electricity used.
- Percentage of electricity purchased from a green electricity supplier.
- Kwh of gas used.
- Number of flights (if any) taken by staff.
- Any staff mileage / fuel paid for or used.
- The actual annual energy Carbon Footprint of the organisation – calculated from the above figures.
- Carbon offsets purchased.
- The amount of un-recycled rubbish produced.
- The amount of recycled rubbish produced.
- Annual recycling rate calculated as a percentage from above two figures.
- Total amount of photocopying paper used.
- Percentage of paper and publications that were printed on recycled paper during the year.
- Total number of litres of water consumed.