

Environment & Sustainability Policy

Active LD CIC (Active LD) exists to empower people with learning disabilities to take up regular physical activity, unlocking their personal potential to build confidence and promote wellbeing for a healthy, happy life.

As an employer and service provider to the community, Active LD recognises and accepts its responsibility to conserve resources and reduce carbon emissions. This policy will be reviewed on an ongoing basis, every two years.

Our policy is:

- To reduce; re-use and recycle waste to the best of our ability.
- To ensure that power and water are not wasted.
- To understand and consider environmental factors when acquiring office or event supplies, equipment and technology.
- To minimise the environmental impact of transport use.

We will implement this policy by:

Energy

- Ensure that all electrical equipment is turned off when not in use, e.g. computers, printers and lights (both in any office or home working environment).
- Manage heating controls effectively.
- Using rechargeable batteries for all mobile appliances.
- The Personal Bests are hybrid events (weather permitting) and our outdoor activities have no energy (electricity) consumption.

Waste Minimisation and Recycling

- Electronic communication wherever possible, using paper and other hard media only where strictly necessary.

- Online sign up at Personal Best events for participants, volunteers and coaches (optional for participants) - this helps reduce printing/paper while still providing an accessible option to those who can't access digital forms.
- Staff are encouraged to print only on an as needed basis and use environmentally friendly paper where possible.
- Double sided copying is encouraged to reduce paper consumption.
- Print materials only if necessary.
- Re-use stationery materials.
- Operate our recycling schemes effectively, e.g. waste paper, plastics, printer cartridges and cardboard.
- Limit the use of plastics, e.g. at the Personal Bests we have replaced disposable plastic cups with multi use water bottles.
- Packed lunches at the Personal Best events - reduces food waste and energy usage for hot food. Added advantage is that it helps manage dietary intolerances.

Transport

- If possible, use public transport or active transport to attend any meetings/events. Car sharing to the Personal Best events is encouraged.
- When travelling by car for business purposes, the team are encouraged to travel together where possible.

General

- We seek to obtain goods and services locally to the point of use, wherever possible to contain the use of energy in the supply chain.
- Ensure that all employees and volunteers know and understand the policy and what is expected of them.

Most importantly, Active LD encourages the entire team to operate in an environmentally friendly way.

Adopted on: 29th August 2025

Next Review: August 2027