

Education Development Trust

SUSTAINABLE DEVELOPMENT POLICY

Maintenance

Policy owner	Global Property Services Manager
Review	April 2024
Next review	April 2025

Version Control

Version Number	Date
Version 3	April 2024

If you have questions about how to interpret this policy, please ask the Policy Owner – As above



1. SCOPE

Education Development Trust aims to ensure that our services are socially, economically and environmentally sustainable, and to support and create sustainable communities through our trading and charitable activities.

2. POLICY

Education Development Trust will meet and where possible exceed the requirements of all applicable, local legislation, sharing knowledge and best practice globally.

We are committed to supporting the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-corruption. We are further committed to achieving UK Net Zero carbon emissions by 2040.

Sustainable development practices are subject to regular monitoring, review and improvement. Key areas of focus include:

Promoting Good Governance

- » Embedding local champions and lead roles at project and corporate levels.
- » Consulting with staff and partners.
- » Benchmarking plans and targets.
- » Providing staff training.
- » Promoting inclusion and diversity.
- » Incorporating sustainability into wider corporate policies.
- » Utilising an Environmental, Social, Governance (ESG) approach to investments
- » Reviewing and evaluating progress.
- » Sharing progress with staff.

Sustainable Communities

- » Contributing additional jobs to local communities through business growth.
- » Fair pay for staff.
- » Facilitating apprenticeships, internships, work experience and development opportunities.
- » Utilising local supply chains.
- » Fair and timely payment terms for suppliers.
- » Partnering with like-minded organisations for wider social benefit.

Sustainable Environment

- » Measuring and reducing carbon emissions.
 - » Minimising business travel and commuting.
 - » Utilising renewable energy sources.
 - » Implementing low energy products and processes.
 - » Adopting reduce, reuse, recycle strategies to reduce waste.
 - » Utilising electronic communication and materials.
 - » Utilising sustainable products and services.
- Promoting sustainable practices both internally and through the supply chain.



3. ROLES

- » **All staff** are responsible for reading this policy and committing to its principles.
- » **Senior Managers** are responsible for ensuring sustainable development requirements are included in relevant corporate policies, procedures and local contract delivery strategies, and for promoting sustainable development within their business unit.
- » **The Leadership Team** is responsible for allocating resources to implement this policy, reviewing its effectiveness and approving changes.

4. RELATED DOCUMENTS

Policies

- » Travel Policy
- » Procurement Policy
- » Investment Policy
- » Prompt Payment Policy
- » Anti-Slavery and Human Trafficking Policy
- » Anti-Bribery and Corruption Policy
- » Inclusion and Diversity Policy
- » Health and Safety Policy
- » Duty of Care Policy

Procedures / guidance / forms

- » UN Global Compact Communication of Engagement
- » Carbon Reduction Plan
- » Streamlined Energy and Carbon Report (SECR)
- » Energy Savings Opportunity Scheme (ESOS) Report
- » Gender Pay Gap Report
- » Salary guidance (division/region specific)