

## Sustainability Policy

As a social enterprise, Cosmic works towards the triple bottom line of people, profit and planet.

We understand the profound implications for stewardship of the local, national, and global environment. This includes low carbon projects that will play a significant part in driving the UK towards more decarbonised energy systems, environmental and energy law, climate change and biodiversity.

We aim to model our business behaviours in a way that creates a sustainable thriving business which does good and cares for the environment.

We believe that supporting our staff to learn and grow is a vital aspect of growing our business. We invest in staff training and ensure growth plans for staff.

We work hard to ensure that any funding has a legacy that lasts beyond the timeline of the programme. We work with the staff to build understanding of legacy and impact.

We commit to social and environmental outcomes and report on these every year through our annual report. We use the social 'theory of change' model and have developed criteria for each of our areas of impact.

Additionally, we aim to :

1. Minimise greenhouse gas emissions from our operations, we monitor business miles and video conference activity
2. Reduce the consumption of primary raw materials (including fossil fuels, water and energy).
3. Encourage and demonstrate sustainable approaches to the built environment in our construction, refurbishment and maintenance projects.
4. Minimise waste production and divert it from landfill through increasing re'use, recycling and recovery.
5. Promote education for sustainable development and global citizenship
6. Comply with legal and other requirements.
7. Monitor, and review relevant objectives and demonstrate continuous improvement as part of an environmental Management system

Policies and Procedures Site Link:

<https://sites.google.com/cosmic.org.uk/policysite/environment>

Version	Date Issued	Brief Summary of Change	Owner's Name
V1.0		New version	Kate Doodson

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