

Sustainability and Environmental Policy

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Approved By: Kendelle Bond

Sustainability and Environmental Policy

1. Purpose

NCBC recognises the urgent need to protect the environment and address climate change through responsible, evidence-informed practice. As a trauma-informed organisation, we understand that human wellbeing and planetary wellbeing are deeply interconnected. This policy sets out our commitments to minimise environmental impact, promote sustainability across our operations and supply chains, and support a fair transition to a low-carbon future.

2. Scope

This policy applies to all NCBC operations, staff, associates, and contractors within the UK. It also extends to suppliers and partners who support NCBC in the delivery of trauma support, wellbeing services, and training.

3. Policy Objectives

Our sustainability objectives are to:

- Operate as a net zero organisation by 2035, aligned with Science Based Target initiative (SBTi) principles.
- Minimise carbon and material waste through digital-first delivery and efficient operations.
- Procure responsibly, favouring suppliers who demonstrate ethical, low-carbon, and socially responsible practice.
- Promote wellbeing and environmental awareness across our workforce and client base.
- Continuously improve environmental performance through data-driven monitoring and transparent reporting.

4. Greenhouse Gas (GHG) Commitments

We have adopted proportionate science-based reduction targets across our operational boundaries:

Scope 1 – Direct Emissions

We have no company-owned vehicles, buildings, or fuel use.

Our target is to maintain zero direct emissions on an ongoing basis.

Scope 2 – Indirect Emissions (Purchased Energy)

We aim for 100% renewable electricity and zero-carbon operations by 2030 through verified energy suppliers and energy-efficient office practices.

Scope 3 – Value Chain Emissions

Our primary indirect emissions come from business travel, digital services, and procurement.

We aim to reduce travel-related emissions by 50% by 2030 (from a 2023 baseline) through remote-first delivery, low-carbon transport, and sustainable procurement.

We are developing a proportional Scope 3 methodology covering:

- Associate and freelancer travel, based on mileage and transport mode.
- Procurement-related emissions, including digital tools, office supplies, and venue use.
- Digital emissions, such as video conferencing and data storage.

All GHG calculations use the UK Government GHG Conversion Factors for Company Reporting (BEIS, 2023). Annual data informs progress against our 2035 net zero target.

5. Resource Efficiency and Waste Management

We operate a digital-first model, avoiding printed or packaged materials wherever possible.

When physical resources are required, they are recyclable, reusable, or FSC-certified.

We maintain low- or zero-plastic policies across catering, event, and office suppliers.

Associates and staff are encouraged to use refillable water bottles and reusable products in all delivery settings.

Office and IT equipment are reused or recycled through approved schemes.

6. Sustainable Procurement

We select suppliers that demonstrate environmental responsibility, ethical trade, and fair labour standards.

Preference is given to UK-based suppliers and social enterprises with sustainability credentials (e.g. FSC, PEFC, Fairtrade, SEUK).

We avoid sourcing products linked to deforestation, unethical labour, or environmental degradation.

Environmental criteria are included in all supplier selection and contract review processes.

7. Monitoring, Measurement, and Continuous Improvement

We monitor environmental performance annually through our Environmental and

Sustainability Action Plan, which includes:

Tracking energy use, travel mileage, and digital activity.

Converting operational data into CO₂e emissions using BEIS factors.

Reviewing year-on-year progress and adjusting reduction actions accordingly.

Progress is reported internally to senior management and forms part of NCBC's annual impact review.

8. Awareness and Engagement

Environmental awareness and sustainability principles are embedded into staff and associate induction.

We encourage reflection on sustainability in all trauma-informed training and leadership programmes.

Associates are supported to make environmentally responsible decisions in their delivery practice.

9. Targets and Review

Focus Area	Target	Timeframe
Carbon reduction	Net zero operational emissions	By 2035
Business travel	50% reduction from 2023 baseline	By 2030
Renewable electricity	100% renewable energy in workspaces	By 2030
Plastics	Eliminate single-use plastics	By 2026
Sustainable procurement	100% supplier compliance with environmental criteria	By 2027

This policy is reviewed annually, with progress incorporated into our Environmental and Sustainability Action Plan.

10. Statement

"NCBC believes that caring for people and the planet are inseparable. We are committed to measurable carbon reduction, ethical sourcing, and the responsible use of resources in every aspect of our work."