

## Environmental Policy

Alongside the majority of local councils and the Local Government Association we have declared a climate emergency. As part of this we have developed a policy to ensure we are aiming for continual improvement in this area.

This policy relates to all North West Employers (NWE) employees, associates and third parties who undertake activities for and on behalf of NWE. It applies to goods and services we procure, our operations and the services we provide to our customers.

We recognise that our operations have an effect on local, regional and global environment We are committed to provide continuous improvements in environmental performance and the prevention of pollution. Every effort will be made to conserve resources throughout our operations.

**Purpose** - To provide an effective framework for realising NWE commitment to protecting and where possible enhancing the environment by reducing the groups environmental impacts, preventing pollution, mitigating and adapting to climate change and a low carbon future.

**Policy** - NWE is a membership organisation. Our membership consists of the 41 Local Authorities within the geographical areas of Cheshire, Cumbria, Lancashire, Greater Manchester and Liverpool City Region alongside our two combined authorities. We work with our members, other authorities and wider organisations supporting their HR, OD, Learning and development solutions alongside support and guidance for leaders at all levels.

NWE delivers activities mainly across the North West and recognises that's its activities impact the environment in a number of ways principally through the use of:

- Energy in the office space we occupy
- Energy in the homes we work out of
- Business travel
- Information communication technology hardware (ITC)
- Paper
- Ink

In recognising this NWE is committed to protecting the environment and continually improving its environmental performance by

- Ensuring compliance with all relevant legislation and standards and the expectations of our customer and other key stakeholders.
- Ensuring our systems and procedures prevent pollution.
- Ensuring our suppliers are able and are encouraged to support our environmental commitments.
- Ensuring we continue to review how we make improvements to our environmental performance.

Specifically, we will.

- Reduce energy consumption across our operations, through staff awareness, improve controls and electronic systems.
- Reduce business travel miles through encouraging the use of public transport, car sharing and virtual solutions.
- Reduce paper consumption through staff awareness and the use of electronic communication and cloud storage.
- Rationalise use of hardware ensuring all waste electrical and electronic equipment is reused or recycled where possible.
- Educate and motivate employees through monthly updates and advice on improving our individual impact on the climate.

To realise our environmental objectives NWE both recognises the need for and is committed to communicating our environmental objectives to our suppliers, employees, associates, customers and wider stakeholders. This is achieved via our procurement processes and communication to our immediate and wider workforce.

This policy and the actions arising from it will be reviewed as part of the business planning process which involves the full Leadership Team.

Version	Policy holder	Name	Signature	Date
1.0	Chief Executive	Gillian Bishop		2 Dec 21