

## Environmental and Sustainability Policy

### Purpose

This policy sets out Talk The Talk's commitment to environmental responsibility and sustainable practices. As a UK charity, we recognise our duty to minimise our environmental impact, comply with relevant legislation, and act as a role model for sustainability within the voluntary sector.

### Scope

This policy applies to:

- Trustees, staff, volunteers, and contractors
- All charity operations, including fundraising, events, procurement, and service delivery
- Partnerships and collaborations where our charity has influence

### Principles

We are guided by the following principles:

- **Compliance:** Adhering to UK environmental legislation and Charity Commission guidance.
- **Prevention:** Reducing waste, emissions, and resource use wherever possible.
- **Continuous Improvement:** Reviewing and improving our practices regularly.
- **Transparency:** Reporting openly on our environmental performance.
- **Leadership:** Encouraging sustainable behaviours among our stakeholders.

### Commitments

#### Energy and Carbon

- Reduce energy consumption in offices and venues.
- Prioritise renewable energy suppliers where feasible.
- Monitor and aim to reduce our carbon footprint annually.

#### Waste and Recycling

- Minimise single-use plastics and unnecessary packaging.
- Provide recycling facilities at all charity premises and events.
- Reuse materials and equipment wherever possible.

#### Travel and Transport

- Encourage sustainable travel (public transport, cycling, walking).
- Reduce reliance on car travel and flights.
- Promote remote meetings to cut down unnecessary travel.

#### Procurement and Suppliers

- Source goods and services from ethical, sustainable suppliers.
- Consider environmental impact in all purchasing decisions.
- Work with partners who share our sustainability values.

## Events and Fundraising

- Plan events to minimise environmental impact (digital options, sustainable venues).
- Use environmentally friendly materials in fundraising campaigns.
- Encourage supporters to adopt sustainable practices.

## Roles and Responsibilities

- **Trustees:** Ensure environmental considerations are embedded in governance and decision-making.
- **Staff and Volunteers:** Implement sustainable practices in daily activities.
- **Suppliers and Partners:** Align with our sustainability standards.

## Monitoring and Reporting

- Annual review of environmental performance by trustees.
- Publish a sustainability statement in our annual report.
- Set measurable targets (e.g., % reduction in energy use, % recycled waste).

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We are committed to reviewing our policies and good practice annually

This policy was last reviewed and updated in **December 2025**

It was adopted by the trustees on **02.12.25**

This policy is due to be reviewed in July 2026



**Steve Phillips**  
**Chair of Trustees**  
**02.12.25**