



1. Environmental Policy

Updated: by Sue Brown, Project Manager August 2019

Review: every 2 years or in line with changes in company procedures or laws

Growing Works recognises that it has a responsibility to the environment far beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods. This policy is reviewed on an annual basis or as required.

Growing Works have an ambition to be carbon neutral and will carry out an environmental audit by December 2019 to implement procedures to secure this commitment. Where Growing Works are unable to meet this goal, we will support projects to carry out carbon offsetting through planting of trees.

The Project Manager is responsible for ensuring implementation of the environmental policy. However, all employees have a responsibility in their area to see that the aims and objectives of the policy are met. We endeavour to:

- Exceed all relevant regulatory requirements.
- Evaluate environmental performance at the end of the calendar year and propose improvements.
- Continually assess and reduce environmental impacts.
- Incorporate environmental factors into business decisions.
- Promote a culture of environmental awareness and respect.

We will involve staff in the implementation of this policy, for greater commitment and improved performance and commit to ongoing environmental training.

Paper

- Minimise the use of paper in the office where possible.
- We will buy recycled and recyclable paper products, including compostable cups and plates and tablecloths.
- We will re-use paper and cardboard products from the office for craft activities, as garden suppressant and with compost.



- Where possible we will recycle used office paper through council collection and use shredded paper in a wormery.

Energy and Water

- We aim to avoid energy waste and lights and electrical equipment will be switched off when not in use.
- Where GW have control of heating or choice of energy supplier, GW will where possible, reduce waste and opt for renewable energy sources'
- The energy consumption and efficiency of new products will be taken into account when purchasing.
- We will use water responsibly and where possible collect rainwater for use on allotment sites.
- We will use chemical free soaps, cleaning materials and washing up liquid at all times.

Resources and Supplies

Purchasing of resources has a large environmental impact. In order to minimise this Growing Works will:

- Purchasing quality items where available to ensure longevity of resources
- Purchase seasonal UK (e.g. plants, food where), second hand (e.g. electronic equipment or other machinery), fair trade (tea and coffee) and organic (fruit, veg and dairy) and peat and phosphate free unless not available. Minimise reliance on known environmental and labour offenders such as Nestle and Amazon.
- We will aim to reduce waste of general resources and use environmentally responsible sources where practical.
- We will actively avoid purchasing items requiring oil in their manufacture and particularly avoid single use plastic products.

Transportation

- We will reduce the need to travel, restricting to necessity trips only.
- We will promote the use of travel alternatives such as e-mail or video/phone conferencing.
- We will make additional efforts to accommodate the needs of those using public transport or bicycles.



- Wherever possible an electric van will be used.

Waste Disposal

- We provide a service with reduce, re-use and recycle at its core.
- We undertake activities with recycled items where appropriate and educate on the value of recycling through example and providing ideas and inspiration.
- In terms of composting this will be done on site where possible with education on the methods and value of composting.
- Disposable items are purchased from sustainable resources and composted.

Providing recycling for cans and bottles at events, ensuring recycling of those bought for events.

Use composting toilets where possible.

Growing and Eating

Follow Soil association organic guidelines on all allotments – educate participants/volunteers on organic growing, including the importance of purchasing organic seed and organic pest control methods.

Utilise a circular economy approach by seed saving, composting all green waste on site

Provision for wildlife at sites e.g. ponds, hedges, homes, boxes etc.

Reduce plastic on all sites.