



Environmental Policy

Policy Category	Corporate
Policy Reference Number	HG_GRP_CORP_183
Version Number	3.2
Date Effective From	September 2024
Applicable to	All colleagues
Policy Owner	Executive Director of Asset and Development
Policy Author	Lead Sustainability Manager
Approved by	Executive Director of Asset and Development
Equality Assessment	Environmental EA
Next review of policy due	September 2026
Extension Date Approved and Reason	Review postponed to September 2026 in line with the development of the environmental strategy
Distribution	Internal: All Home Group colleagues, volunteers and agency workers. Communicated via Home World Intranet, External: Full document available on Home Group website and on request to Home Group policy team
Key search terms	Environment; sustainability; environmental impact; environmental management
	<ul style="list-style-type: none"> • For the full version history of this policy, click HERE (<i>see back page</i>) • Please avoid referring to printed versions of this policy or saving it on shared/ individual drives. All policies and supporting resources can be found under 'Policy and Procedures' on the intranet. Printed and saved versions may quickly go out of date- contact policy@homegroup.org.uk for support and advice

1.0 Environmental policy statement

Home Group is one of the UK's largest providers of high-quality housing and supported housing services and products.

We recognise that good environmental management must be an integral part of our organisation and therefore should be integrated into our operations and activities wherever practicable.

We appreciate that our activities and services may have an impact on the environment. We endeavour to monitor and continually improve our environmental performance and management system by setting objectives and targets in line with our value for money statement and the following commitments:

- Meeting the requirements of all environmental compliance obligations relevant to our organisation.
- To train colleagues with respect to their environmental roles and responsibilities.
- The protection of the environment and prevention of pollution.
- Encourage proportionate and sustainable consumption associated with our activities in order to minimise unnecessary waste of energy, materials and resources.
- We will seek to mitigate the effect of environmental risk on our customers and clients through the enhancement of energy efficiency in their homes.

We expect **all** colleagues to adhere to the principles set out in this policy and have an individual and collective responsibility to ensure it is actively applied in practice.

A summary of this policy will be available online.

Mark Henderson



Chief Executive

2.0 Policy scope

This policy sets out our commitment to minimising the impact we have on the environment.

2.1 Compliance Requirements

This policy reflects best practice and complies with current legislative and regulatory requirements including but not limited to the following:

- Streamlined Energy and Carbon Reporting
- The Environmental Permitting (England and Wales) Regulations 2010 and relevant amendments
- The Water Industry Act 1991 and relevant amendments
- The Environmental Damage (Prevention and Remediation) Regulations 2009
- The Waste (England and Wales) Regulations 2011 and relevant amendments
- The Hazardous Waste (England and Wales) Regulations 2005
- The Clean Air Act 1993 and relevant amendments
- The Climate Change Act 2008 and relevant amendments
- The Contaminated Land (England) Regulations 2006
- The Energy Performance of Buildings (England & Wales) Regulations 2012
- Energy Act 2011
- The Fluorinated Green Gases Regulations 2009
- The Conservation of Habitats and Species Regulations 2010
- Water Environment and Water Services (Scotland) Act 2003 and relevant amendments
- Energy performance of Buildings (Scotland) Regulations 2008
- The Environmental protection (Duty of care) (Scotland) Regulations 2014

3.0 Standards

Standard 1: Develop and maintain supporting systems

We develop and continually improve appropriate management systems and structures to facilitate understanding, monitoring and enhancement of our performance.

Standard 2: Continual improvement

We continue to monitor and set clear targets to reduce our environmental impact. We incorporate environmental good practice where appropriate into all aspects of our work.

Standard 3: Compliance Obligations

We are committed to meeting the requirements of all environmental compliance obligations relevant to our organisation and our communities.

Standard 4: Communication

We effectively communicate this policy and other environmental initiatives we are involved in, to colleagues and where appropriate to stakeholders so that we can empower them to act.

Standard 5: Educating and supporting colleagues

We educate colleagues and provide a range of awareness raising initiatives to enable them to be environmentally aware and with support will make conscious efforts to have a minimal environmental impact in everything they do.

Standard 6: Responding positively to environmental initiatives

We explore appropriate environmental initiatives as they develop and evolve in line with national and local drivers without compromising our ability to protect the wellbeing of our customers, clients and colleagues.

Standard 7: Innovation

We develop innovative commercial models consistent with our Corporate Strategy, in order to deliver sustainable products and services.

Standard 8: Value for money

We encourage all colleagues to be resource-efficient and environmentally responsible when carrying out their day-to-day work for example, minimising unnecessary business travel by using online meeting tools where practical. This not only benefits the environment but is more cost-effective for the organisation.

4.0 Key definitions

Word / phrase	Definition
Sustainable	This means that something is able to be maintained at a certain rate or level.
Environment	The environment is the surrounding or conditions in which we live or operate.
Pollution	Pollution is a substance which has harmful or poisonous effects on the environment.
Innovative	New methods or ideas.

Colleagues	For the purpose of this policy 'colleagues' applies to all colleagues and volunteers at Home Group.
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5.0 Supporting documents

In order to comply with Home Group's approach to environmental management and achieve the standards set out above, the relevant processes and policy compliance notes must be followed in line with stated roles and responsibilities. Colleagues should refer to our internal index for the full list of supporting documents.

6.0 Version history

Version Number	Effective Date	Amendment made by (job title)	Version approved by (job title)	Description of Changes
1.0	May 2013	Policy Business Partner	CEO	Original Policy
2.0	August 2015	Policy Business Partner	Director of Asset	Revised policy updated with clearer wording and additional policy standards added
2.1	Sept 2016	Policy Business Partner	Director of Asset	Revised policy to reflect new ISO 14001 standard
2.2	February 2018	Compliance business Partner	N/A	Re-Branded
2.3	August 2018	Environmental and Quality Officer	N/A	Review and legislation amendment updates
2.4	July 2019	Environmental and Quality Officer	N/A	Review and legislation amendment updates
2.5	August 2020	Environmental Reporting Manager	Director of Asset Management	Full review rescheduled from August 2020 until August 2021 following a desktop review carried out by the Environmental Reporting Manager and approved by the Director of Asset Management
2.6	August 2021	Environmental Reporting Manager	Director of Asset Management	Review and legislation amendment updates
2.7	August 2022	Lead Sustainability Manager	Director of Regeneration	Completed full legislative and scoping review.
2.8	August 2023	Lead Sustainability Manager	Exec Director of Asset and Development	Completed full legislative and scoping review. Ascertained potential changes for new policy and scoping exercise.
2.9	August 2024	Risk and Compliance Business Partner	Exec Director of Asset and Development	Front cover and version control amended to reflect extension approval timescale. Extension to October 2024 agreed to enable updates on significant legislative changes.
3.0	September 2024	Lead Sustainability Manager	Exec Director of Asset and Development	Owner of policy updated from Director of Regeneration to Exec Director of Asset and Development. Full review of policy carried out. No amendments made.
3.1	Jan 2026	Lead Sustainability Manager	Exec Director of Asset	Review postponed to March 2026 in line with development of environmental strategy.
3.2	April 2026	Risk & Compliance BP	Lead Sustainability Manager	Further postponement to align with the environmental strategy. Policy remains fit for purpose.

