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**ENVIRONMENTAL AND SUSTAINABILITY POLICY**

**2023-2024**

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| **Prepared By:** | **Authorised by** |
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| SIGNATURE: | SIGNATURE: |
| **Date last reviewed:** | 31/07/2023 |
| **Effective from:** | 01/08/2023 |
| **Date of next review:** | 31/07/2024 |

**Board Signatures**

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Description automatically generated with medium confidencePAUL DREW WARWICK NASH**

Purpose

**THE WHY – OUR PURPOSE**

Apprentify was set up to simplify the world of apprenticeships and deliver development programs that improve businesses through enhancing staff. Our business was born out of the desire to improve the new age of digital apprenticeships from a new fresh angle and new vigor.

Our WHY simply put is to:

*Our mission is to energise talent to unleash their potential in the digital world. We were founded to never sit back and to give every learner the power, resources, and knowledge to drive themselves and their business forward through digital excellence.*

**OUR CULTURE**

We live and breathe by our principles that enable us to make an impact:

• Trust everyone and have respect for others – make everyone feel good

• We work for each other not for ourselves

• Have freedom but with clear guidelines – we trust you

• Become part of the solution - be open and transparent

• Recruit for attitude, train for skill

• Ask – what else can I do to improve

• Celebrate mistakes

• Love work but get a life

• Act now especially for our customers

Our mission is to make learning digital and make our world a more digital and sustainable economy reducing impact on our wider world.  By increasing the business world with more digital talent this will drive the world's digital economy.

Apprentify understands that its activities have both direct and indirect environmental impacts and sees the protection of the environment as an integral part of good institutional practice.

We are therefore committed to improving its environmental sustainability performance for the benefit of the people who live and work for the business, and for the wider community now and in the future.

***The Educational Pledge***

*As an educational establishment in Greater Manchester, we pledge to work together towards a shared vision of eradicating avoidable single use plastics from catering, labs and stationery by 2022. This is part of a wider commitment to lead the way on sustainability and achieve carbon neutral campuses across Greater Manchester by 2038.*

We will continue to always use reusable items and limit our plastic use.

This policy is linked to our Carbon Reduction Plan.

For more information, please see our <https://www.apprentify.com/uploads/ppn-0621-carbon-reduction-plan-apprentify.pdf>

To support these aspirations, Apprentify are committed to: 

* Scoping an environmental management system to effectively manage its environmental impacts.
* Continually monitoring its environmental performance through an effective risk assessment and investigating environmental improvement initiatives.
* Reducing, and where possible preventing, pollution through the effective and efficient use of resources.
* Complying with any relevant environmental legislation and other environmental   
  requirements.
* Communicating this policy effectively to the business.

Specifically, we will focus our efforts on the following: 

* Consider measures to reduce carbon emissions where necessary by conducting relevant risk assessments.
* Conduct environmental sustainability related research activities and promoting education for sustainable development within our teaching programmes by adding this to our curriculum.
* Engaging its learners, employers, and staff in initiatives to minimise environmental impact, encouraging environmental considerations when deciding upon travel, printing resources etc.
* Ensuring that its premises are undertaking environmental practices in a sustainable manner by reviewing their intent and working with them in relation to recycling etc.
* Improving energy efficiency and water conservation within its office grounds.
* Improving waste management practices to minimise waste generation and maximise the recycling and recovery of waste which is generated
* Sourcing and procuring, where feasible, more environmentally friendly goods and services
* Managing any grounds to minimise impacts on biodiversity
* Encouraging sustainable travel amongst apprentices, staff, and visitors

Although our policy and strategy is renewed each year our pledge is for the long-term environmental impact.

Review

This Policy will be reviewed annually or earlier if deemed necessary.