

## **Sustainable Development Policy**

### **Vision**

At Riverside Training, Sustainable Development is a core value that underpins the success of our business. We believe that it is fundamental to our business operations and growth whilst retaining trust in all our stakeholders. Riverside Training will strive to reduce its carbon footprint in all that we do and ensure that all resources are sourced in the ethics and spirit of sustainable development.

### **Principles**

Riverside Training's policy is to meet or exceed legal and regulatory guidelines for sustainable development in delivering a service that benefits our customers and contributes to a more sustainable community.

Our approach to our business is guided by commitments to the following principles:

- Leadership
- Inclusivity
- Transparency
- Stewardship
- Continuous Improvement

### **Important Issues**

Our business faces many challenges and opportunities.

Due to their direct impact on us and our stakeholders we have prioritised the following issues that we believe we can address:

- Accessibility
- Health and safety
- Financial solvency
- Climate change
- Water conservation

### **Our ability and duty to act**

Our attention to environmental, social and economic responsibility includes working within the law and voluntarily exceeding legal requirements in order to be innovative and demonstrate leadership on matters that are important to us and our stakeholders.

We commit to continuously improving the environmental performance of our business and products by reducing emissions, conserving natural resources, and optimising the use of sustainable energy and materials.

We declare our commitment to delivering exceptional products and services that meet the needs of our customers and promote and help enable the shift towards a low carbon society.

As we evaluate our successes we chose in both big and small ways how our words and actions improve the lives of our employees, employers and trainees.

We expect the highest standards of conduct and performance across our supply chain. We promote fairness and responsible business practice and encourage collaboration in the pursuit of sustainable solutions.

### **Our objectives**

We commit to:

- Minimising wherever possible the number of business miles driven without adversely affecting learner success
- Reducing wherever possible the unnecessary use of paper and maximising opportunities for working on-line
- Encourage wherever possible flexible working practices to improve where possible employees work – life balance
- Maximise the opportunities for our stakeholders through innovative, empathetic and flexible programmes
- Avoid or limit wherever practical the use of environmentally damaging substances, materials and processes
- Working with local and regional partners and subcontractors to realise environmental improvements
- Communication of this policy to all stakeholders
- Upholding and adhering to the WEEE Regulations 2013

### **Reporting**

Our objectives will be reviewed by the Senior Management Group twice a year and a Sustainability Report will be issued annually.

This policy will reviewed on an annual basis

<b>Current Review Date</b>	June 2023
<b>Next Review Date</b>	June 2024

Sustainability Policy V1.4 (June 23)