

## **Environmental Policy**

At The Diversity Trust CIC, we are committed to minimising our environmental impact and promoting sustainability in all aspects of our operations. We recognise that environmental responsibility is an integral part of our business and strive to continuously improve our environmental performance.

### **1. Compliance with Applicable Laws and Regulations**

We are committed to complying with all relevant environmental laws, regulations, and other requirements applicable to our operations. We will monitor and review these requirements regularly to ensure ongoing compliance.

### **2. Pollution Prevention**

We will strive to prevent pollution by minimizing the use of hazardous substances, reducing waste generation, and promoting the use of environmentally friendly materials and practices. We will implement measures to control and mitigate any potential environmental risks associated with our operations.

### **3. Resource Conservation**

We will promote the efficient use of natural resources, including energy, water, and raw materials. We will strive to reduce our consumption and waste generation through the adoption of sustainable practices, such as recycling, reusing, and conserving resources wherever feasible.

### **4. Climate Change Mitigation**

We recognise the urgent need to address climate change and will take proactive measures to reduce our greenhouse gas emissions. We will set targets to reduce our carbon footprint and regularly monitor and report our progress towards achieving these targets. We will explore opportunities to invest in renewable energy sources and promote energy efficiency throughout our operations.

### **5. Biodiversity and Ecosystem Protection**

We will work to protect and preserve biodiversity and ecosystems in the areas where we operate. We will assess and manage the potential impacts of our activities on local ecosystems and take appropriate measures to minimize any negative effects. We will also support initiatives that promote biodiversity conservation and restoration.

### **6. Stakeholder Engagement and Communication**

We will engage and communicate with our employees, customers, suppliers, and other stakeholders to raise awareness about environmental issues and promote sustainable practices. We will encourage feedback and suggestions from stakeholders to improve our environmental performance and ensure transparency in our environmental reporting.

## **7. Continuous Improvement**

We are committed to continuously improving our environmental performance by setting objectives and targets, regularly monitoring our progress, and implementing corrective actions where necessary. We will review and update our environmental policy periodically to reflect new environmental challenges and opportunities.

By adhering to this environmental policy, we aim to contribute to a sustainable future for our planet and inspire others to join us in our commitment to environmental stewardship.

The Diversity Trust CIC will ensure that this policy is communicated, understood, and implemented by all employees and stakeholders.

Berkeley Wilde  
Chief Executive, The Diversity Trust CIC  
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