



Sustainable Development *Policy*

Status: Board approved	Version No: 3 rd edition	Issue date: March 2024	Next revision: March 2029
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1. Purpose of this document

This Sustainable Development Policy outlines UKPHR’s commitment to integrating sustainable practices into all aspects of our operations. By doing so, we aim to contribute positively to environmental, social, and economic well-being while ensuring the longevity and resilience of our organisation.

2. Commitment to Sustainable Development

We recognise the interconnectedness of economic, environmental, and social factors in our business operations. Our commitment extends to minimising negative impacts, promoting responsible decision-making, and actively contributing to the broader goal of sustainable development.

3. Environmental Stewardship

- **Energy Efficiency and Carbon Reduction:** We will strive to minimise our carbon footprint by adopting energy-efficient technologies, reducing energy consumption, and exploring renewable energy sources where feasible.
- **Waste Reduction and Recycling:** Efforts will be made to minimise waste generation, promote recycling initiatives, and responsibly manage disposal to reduce environmental impact.
- **Sustainable Procurement:** In our procurement processes, we will prioritise suppliers who share our commitment to sustainability, considering ethical sourcing, reduced environmental impact, and adherence to responsible business practices.

4. Social Responsibility

- **Employee Well-being:** We are committed to fostering a work environment that prioritises the health, safety, and well-being of our employees. This includes promoting work-life balance, providing opportunities for professional development, and ensuring a diverse and inclusive workplace.
- **Community Engagement:** We will actively engage with and support local communities, contributing to their well-being through social initiatives, community service, and partnerships with local organisations.

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5. Economic Sustainability

- **Resource Efficiency:** We will focus on optimising resource use to enhance efficiency, reduce costs, and minimise our environmental impact.
- **Innovation and Adaptability:** Encouraging innovation in our business practices and services will be a priority, ensuring we remain adaptable to changing economic and environmental landscapes.

6. Continuous Improvement

- **Monitoring and Evaluation:** Regular assessments of our sustainable practices will be conducted to monitor progress against established benchmarks and goals.
- **Stakeholder Engagement:** We value input from stakeholders, including employees, stakeholders, and the community, and will actively seek feedback to inform our sustainability efforts.

7. Compliance and reporting

We are committed to complying with all relevant environmental, social, and economic regulations. Regular reporting on our sustainable practices, achievements, and areas for improvement will be shared with our stakeholders.

8. Communication and awareness

Transparent communication about our sustainable initiatives will be maintained, fostering awareness among employees and stakeholders to encourage collective responsibility and action.

9. Review and revision

This Sustainable Development policy will be reviewed periodically to ensure its effectiveness, relevance, and alignment with evolving sustainability goals.

This policy serves as a guide for integrating sustainability into our daily operations, ensuring we contribute positively to the well-being of the environment, society, and the economy.

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