

Environmental Policy

Reference Number	EN-0301
Version Number	2.5
Latest Revision	June 2025
Policy Owner	Chief Executive Officer
Policy Lead	National Lead for Health and Safety, Head of Estates
Ratified	June 2025, ELT
Next Review	June 2026

Contents

Introduction.....	1
Scope	2
Organisational Commitment.....	2
Arrangements for Health and Safety	3
Net Zero and Emissions Reporting	3
Environmental Governance and Monitoring	3
Transparency and Public Reporting.....	3

Introduction

The National Autistic Society recognises the need for sustainable development and the responsibility, shared with everyone, to protect the environment for future generations. The National Autistic Society participated in the Energy Savings Opportunity Scheme (ESOS) phase 1 and 2 and publish an annual Streamlined Energy and Carbon Report.

We are committed to achieving Net Zero greenhouse gas emissions by 2050 in alignment with the UK Government's strategy and the Procurement Act 2023 and we are actively developing a compliant Carbon Reduction Plan (CRP) in accordance with PPN 06/21 guidance.

Scope

The policy is to be followed by all National Autistic Society services, schools, and associated groups.

This policy applies to:

- Anyone working on behalf of the National Autistic Society including senior managers, the Board of Trustees, paid staff, contractors, volunteers, sessional workers, agency staff and students. Any reference to 'workers' hereafter includes all these groups.

Organisational Commitment

We are committed to:

- Compliance with relevant environmental legislation and regulation.
- Publishing and annually updating a Carbon Reduction Plan, including Scope 1, 2, and 3 emissions.
- Achieving Net Zero greenhouse gas emissions by 2050.
- Reducing our organisational carbon footprint year-on-year.
- Efficient use of energy, water, and other natural resources.
- Preventing pollution and minimising waste generation.
- Promoting environmental awareness among staff, suppliers, and partners.
- Integrating environmental criteria into our procurement practices.
- Encouraging suppliers to align with our sustainability goals.
- Effective monitoring of environmental performance.
- Continual improvement in environmental performance.

The wellbeing of the people we support will always be considered when making decisions about environmental performance.

Management and their teams are responsible for the execution of this policy which should also be used, where appropriate, to enhance the life skills training for people we support.

This policy will be made known to all National Autistic Society workers and those carrying out works on behalf of the charity, and will be subject to periodic review.

Environmental issues are a standing agenda item for National Autistic Society Health and Safety Committees across services.

Arrangements for Health and Safety

A copy of this Environmental Policy must be prominently displayed on a notice board so that it can be easily read by those working for the National Autistic Society.

Compliance with this policy will be evaluated by:

- Safety Action Groups.
- Central Integrated Management Meeting.
- Internal audits and cooperation with Internal Audit and Risk.
- The National Health Safety and Wellbeing Committee.
- Streamlined Energy and Carbon Report.

Information will be used to identify where policy arrangements require a review or sites/teams require individual support, advice, or guidance.

Net Zero and Emissions Reporting

Our Carbon Reduction Plan includes:

- A baseline assessment of Scope 1, 2, and 3 greenhouse gas emissions.
- Current year emissions reporting (in tonnes CO₂e).
- A roadmap to achieve Net Zero by 2050.
- Initiatives for energy reduction, building efficiency, and low-emission travel.
- Justification for any N/A values, with a commitment to full disclosure by FY 2025/26.

This data will be made available through our Carbon Reduction Plan and integrated into our annual reports.

Environmental Governance and Monitoring

To ensure compliance and continuous improvement:

- This policy will be reviewed annually or sooner if required by regulation.
- Carbon performance is monitored through the Health, Safety and Wellbeing Committee and internal audits.
- Environmental KPIs and targets are reviewed quarterly.
- Policy effectiveness is assessed via the Central Integrated Management Meeting and Safety Action Groups.
- Environmental issues remain a standing item on Health and Safety Committee agendas.
- A copy of this policy will be prominently displayed and available to all National Autistic Society workers and contractors.

Transparency and Public Reporting

This policy and our Carbon Reduction Plan are available on request. We are committed to transparency and accountability in our sustainability efforts.