

Xpact Environmental and Carbon Reduction Policy

Our Commitment

At Xpact, we believe that supporting people and protecting the planet go hand in hand.

As an organisation that works with young people and families across the UK, we recognise our responsibility to operate sustainably and to help create a healthier, more resilient future for the next generation.

Xpact is committed to reducing its environmental impact and supporting local and national efforts to achieve Net Zero by 2045, in line with Council's Climate Charter and UK government targets.

Our Environmental Goals

We aim to:

1. Understand and measure the environmental impact of our operations.
2. Reduce carbon emissions and waste wherever possible.
3. Promote digital sustainability, recognising that our online delivery model has both benefits and responsibilities.
4. Encourage awareness and responsibility among our team, partners, and supply chain.
5. Continuously improve through regular review and updates to this policy and our practices.

Our Carbon Reduction Actions

While our environmental footprint is relatively small, we are taking practical steps to minimise our impact:

1. Energy and Operations

- We operate primarily online, significantly reducing travel and physical resource use.
- All internal systems and data storage use secure cloud services with recognised energy efficiency and sustainability credentials.
- We aim to reduce office energy use through responsible heating, lighting, and equipment practices.

2. Travel

- Staff and mentors work remotely wherever possible, avoiding unnecessary travel.
- When travel is required, we encourage the use of public transport, car sharing, or low-emission vehicles.
- We will review our travel-related carbon emissions annually and explore offsetting options.

3. Procurement and Supply Chain

- We aim to work with suppliers who share our commitment to sustainability and ethical practice.
- We prioritise digital communication, paperless systems, and recyclable or sustainably sourced materials when printing is unavoidable.

4. Waste Reduction

- We minimise waste by reusing and recycling office materials.
- We avoid single-use plastics and unnecessary packaging where possible.
- We ensure secure and environmentally responsible disposal of IT and electronic equipment.

5. Awareness and Training

- Environmental awareness is promoted throughout the organisation.
- Team members are encouraged to suggest and adopt new sustainability initiatives.
- Environmental considerations are included in staff inductions and policy reviews.

Monitoring and Accountability

- This policy is overseen by Xpact's management team and reviewed annually.
- We track our environmental performance and report progress internally.
- We will continue to identify ways to further reduce our carbon footprint and align with the council's Net Zero goals.

Our Pledge

Xpact is proud to play its part in building a more sustainable future.

Through conscious choices in how we operate, travel, and deliver our services, we

aim to protect the environment while supporting young people to thrive — today and for generations to come.

Approved by: E Collins

Date: September 2025

Review Date: September 2026