Newcastle United Foundation

Environment Policy

2.3

Policy Name	Environment Policy
Effective Date	12/03/2025
Next Review Date	08/04/2027
Drafted By	Head of HR and Administration
Approved by Board	12/03/2025
Policy Owner	Head of HR and Administration

Contents

1 Purpose

Purpose

2 Aims of the Policy

Aims of the Policy

3 Identified Areas to Work

Identified Areas to Work

1. INTRODUCTION

Newcastle United Foundation is committed to minimising the impact of its activities on the environment. It is the responsibility of all members of staff to continuously improve good environmental practices.

Newcastle United Foundation believes that organisations are responsible for achieving good environmental practice and operating in a sustainable manner. The organisation is therefore committed to reducing its environmental impact and continually improving its environmental performance as an integral and fundamental part of its business strategy and operating methods.

It is our priority to encourage all our stakeholders to do the same. Not only is this sound economic sense for all; it is also a matter of delivering on our duty of care towards future generations.

2. AIMS OF POLICY

The aims of the Newcastle United Foundation Environmental Policy are:

Wholly support and comply with or exceed the requirements of current environmental legislation and codes of practice.

Minimise waste by evaluating operations and ensuring they are as efficient as possible.

Encourage the use of public and environmentally friendly transport for staff business use and relating to our events and activities.

Actively promote recycling both internally and amongst our customers and suppliers.

Apply the principles of continuous improvement in respect of air, water, noise, and light pollution from our premises and reduce any impacts from our operations on the environment and local community.

As far as possible purchase products and services that do the least damage to the environment and encourage others to do the same.

To evaluate supplies and suppliers to the organisation to ensure the environmental credentials of supplies and suppliers.

Ensure that our products and services including education workshops, community participation projects, events and design advice and training products, cover environmental and sustainability topics relating to the built environment and share examples of best practice within the Northeast region and beyond.

Ensure that all employees understand our environmental policy and confirm to the high standards it required

Address complaints about any breach of our Environmental Policy promptly and to the satisfaction of all concerned.

The Newcastle United Foundation pledges to be work towards carbon net zero in line with Local Authority by 2030. We will set out plans for immediate and long-term actions to reach this goal which include:

3. IDENTIFIED AREAS TO WORK ON

CLIMATE CHANGE

- → Encourage staff switch off electrical equipment and unnecessary lights when not in use
- → Encourage staff to close windows and external doors when heating is on
- → Encourage staff to minimise the use of electric heaters and fans
- → Only purchase electrical equipment with a maximum energy efficiency rating
- → Invest in electric car charging points
- → Introduce ring fenced car sharing bays on site @Nucastle
- → Introduce natural climate change solutions (such as tree planting and rewilding) at Foundation premises
- → Undertake an audit of current Foundation emissions
- → Agree measures to track the Foundation’s carbon footprint over time

SUSTAINABLE TRAVEL

- → Promote and support modern working practices, such as remote working
- → Encourage all staff to car-share, where possible.
- → Promote and support the use of cycling and the use of public transport
- → Ensure all Foundation vehicles (minibus) is serviced and maintained to a high standard
- → Reducing unnecessary travel through use of online meetings
- → undertaking a mapping exercise to identify and evaluate appropriate facilities and travel routes for its activities
- → Using cycle-to-work schemes, government incentives through tax-free bikes and pool bikes to encourage staff to cycle to work

WATER MANAGEMENT

- → Encouraging staff to use water efficiently on Foundation premises (NUCASTLE & Lemington Football Centre)
- → Encourage the use of refillable water bottles and install water bottle filling station

WASTE AND RECYCLING

- → Keep waste to a minimum by preventing, reusing, recycling, or recovering waste
- → Ensure waste is sorted, stored, and disposed of appropriately
- → Cease use of single-use plastics on Foundation sites or events
- → Recycle all recyclable waste generated through appointed contractor
- → Promote and encourage recycling to all employees
- → Reduce the use non-recyclable resources
- → Minimise the amount of printing and minimise the amount of wastepaper
- → Observe our duty of care conscientiously within our waste contracts
- → Utilise electronic communications as opposed to paper
- → Minimise pollution and prevent where possible (including light, noise, solids, liquids, and chemicals)
- → Create in house staff initiatives to encourage recycling

RESPONSIBLE & SUSTAINABLE PROCUREMENT

- → Source materials and services locally so long as the requirements for value for money and quality are met
- → Aim towards catering produce purchased, including tea/coffee in offices, are plant-based, and sourced from local, organic, fair trade (or other recognised certification schemes)
- → Ensure that consumables used on Foundation premises (such as cleaning products and inks) are eco-friendly

ENERGY USE

- → Undertaking an energy consumption evaluation to establish a benchmark and identify where excessive or wasted usage can be addressed
- → Produce a plan on how the Foundation can reduced energy use
- → Set year on year targets linked to the reduction of energy usage
- → Procure energy from sustainable sources
- → Promote to staff the use of renewable energy

NATURE & WILDLIFE

- → Undertake a chemical usage audit
- → Identify and reduce the use of chemicals that harm wildlife
- → Work with the club to encourage community wildlife projects and to
- → promote biodiversity

REVIEW

This policy and its application will be subject to annual review to ensure that it continues to reflect the aims and objectives and promotes continuous environmental improvement throughout the Foundation's operations.

Signed

Steve Mack – Head of Compliance

Steve Mack