



## **SUSTAINABLE DEVELOPMENT POLICY**

### **Introduction**

Hughes Driver Training Ltd accepts its environmental responsibilities and recognises its obligations to contribute to the resolution of global and local environmental issues by reducing its environmental impacts and by taking a leading role in promoting environmental good practice. As a learning provider, we have an excellent opportunity to influence the impact the people have on the communities, businesses, and environments in which they work / will work in the future.

Hughes Driver Training Ltd embraces the ethos of sustainability and aims to promote, encourage, and nurture a sustainable environment/culture. Hughes Driver Training is committed to ensuring that we achieve this through:

- A holistic approach
- Developing a Sustainability Action Plan and achieving against set performance targets and areas highlighted within this policy
- Providing a safe, healthy sustainable working environment for staff and learners
- Encouraging staff and learners to acquire skills, values and knowledge around sustainable development and continuous improvement
- Communicating effectively across the community and company.

Hughes Driver Training Ltd's sustainability action plan will be comprised of the following areas:

- Carbon and energy consumption
- Sustainable buildings
- Environmental management
- Waste and resources
- Water management
- Travel management

All employees, associates, temporary staff, and subcontractors have a responsibility to ensure this policy is adhered to.

### **Economic and Social Sustainability**

#### **Society**

Hughes Driver Training provides training to the general public and as such is committed to a more sustainable society and continue to have a positive impact by:

- Ensure all of Hughes Driver Training Ltd staff, associates, and subcontractors are able to and encouraged to support sustainability.

- Being compliant with all legislation and standards.
- Ensure all procedures and processes prevent pollution and minimise resource consumption.
- Continually review services provided to ensure it meets the needs of learners and the community
- Work to reduce gender imbalances across the sector
- Support the voluntary and community sectors in the local areas

### Carbon and Energy Consumption

Energy efficiency and management forms an important part of Hughes Driver Training Ltd's corporate commitment to institutional sustainability and will ultimately determine carbon emission reduction. Hughes Driver Training has a carbon reduction plan in place. Across all sites, Hughes Driver Training Ltd will:

- Monitor energy consumption
- Promote effective energy consumption
- Maximise efficient use of all resources
- Reduce energy consumption in line with energy and carbon targets.

### Sustainable Buildings

The development of sustainable and effective buildings across all sites ensures commitment with energy consumption and support with providing high quality teaching and learning environments. Hughes Driver Training Ltd will:

- Develop key buildings across the sites
- Update and maintain resources, as and when required
- Invest, where required, into teaching & learning resources
- Promote and develop energy management strategies.

## **Environmental Sustainability**

### Environmental Management

- Hughes Driver Training Ltd will work to reduce its environmental impact, increase operational efficiency, and support continuous improvement of Hughes Driver Training Ltd's environmental performance and ensure that environmental legislation is adhered to.
- Hughes Driver Training Ltd will reduce environmental impact from operations to ensure compliance with environmental legislation and sustainability goals.

### Waste and Resources

- Hughes Driver Training Ltd is committed to reducing waste impacting on the environment. Hughes Driver Training will embed the principles of waste to prevent, reduce, reuse, recycle and dispose of its waste by:
  - Promoting recycling throughout all centre's
  - Divert as much waste as possible away from landfill
  - Reduce waste in learning materials.

- Continually review and work closely with all waste disposal organisations providing disposal services to Hughes Driver Training.

#### Water Management

- Hughes Driver Training Ltd will use water as efficiently as possible to reduce water stress and financial costs across all sites by:
  - Monitoring water consumption
  - Reducing the amount of water consumption
  - Maintaining suitable drainage systems
  - Working to reduce the risk of flooding

#### Travel Management

- Hughes Driver Training Ltd will work to reduce staff and learners carbon footprint produced by travel from and to all sites by:
  - Promoting usage of local public transport
  - Promoting sustainable travel
  - Increasing use of online meetings to reduce movement between centres
  - Look to reduce emissions from vehicle fleets in use for training
  - Remote working when the opportunity is available

#### Sustainability Action Plan

The sustainability action plan will be updated annually to reflect actions required to promote and support sustainability actions required to uphold policy.

This action plan will be monitored, made available and communicated to all Hughes Driver Training staff.

Hughes Driver Training Ltd subcontractors will be required to produce their own sustainability policy and action plan. A copy of these will be held by Hughes Driver Training Ltd.

#### Contravention of this Policy

Failure to comply with any of the requirements of this policy is a disciplinary offence and may result in disciplinary action being taken under Hughes Driver Training's disciplinary procedure.

Reviewed By	Willow Jackman
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Signed - Michael Hughes (Director)

