

## Net Zero Carbon Policy – Organisational Focus

### 1. Purpose

Iverson Trust is committed to reducing the carbon footprint of its charitable activities, ensuring that sustainability is embedded in service delivery, office management, procurement, and staff practices. This policy outlines practical steps to work towards the reduction of our carbon footprint, proportionate to our size and operations.

### 2. Organisational Commitment

We aim to reduce carbon emissions in all areas of our work while continuing to deliver high-quality support, and training. Our approach focuses on measurable actions, minimising unnecessary energy use, travel, and waste, and promoting low-carbon alternatives across the organisation.

### 3. Actions to Achieve Net Zero

#### 3.1 Training and Service Delivery

- Digital-first delivery: Approximately 93% of training is delivered online.
- Meetings are conducted online wherever possible.
- Training materials and resources are provided digitally; printing is limited to essential use.
- Employees are encouraged to reduce the number of emails sent.
- Target: Reduce office paper usage by 50% over 2 years through digital resources, e-forms, and e-signatures.

#### 3.2 Office and Facilities

- Office space has been reduced to eliminate unused areas.
- Energy-efficient lighting and power-saving IT equipment installed.
- Recycling and waste-reduction practices are in place.
- Target: Reduce office energy consumption by 10% within 2 years.
- Refurbished and recycled office equipment is used where possible

#### 3.3 Travel and Commuting

- A hybrid working scheme has been introduced to reduce energy consumption in the office and associated travel.
- Travel is undertaken only when essential to charitable outcomes.
- Car sharing is encouraged where public transport isn't viable.
- Staff are encouraged to use public transport or virtual alternatives wherever possible.

#### 3.4 Procurement and Events

- We will reduce the production of materials for promotion, moving towards a digital first approach, utilising QR codes.
- Where there is a necessity for the production of materials, we will prioritise resources using recycled resources where possible
- Target: A reduction in the printing of resources by 25% in Year 2.

#### 4. Monitoring and Milestones

Milestone	Target
Maintain at least 95% remote training delivery	Ongoing
Reduce office energy use by 10%	Year 2
Reduce office paper usage by 50%	Year 2
100% recyclable or sustainable event materials	Year 2

Progress is reviewed annually, and actions are updated as the organisation grows or operational needs change.

#### 5. Continuous Improvement

Iverson Trust will continually seek opportunities to:

- Further reduce our carbon footprint in training and service delivery
- Minimise energy use in offices and equipment
- Promote sustainable travel, procurement, and events
- Embed environmental awareness and low-carbon practices across staff culture

All initiatives are implemented in line with safeguarding, equality, and service quality priorities.

#### 6. Review

This policy will be reviewed annually to ensure it reflects current organisational operations and best practice in sustainability.

Adopted by Board of Trustees: 26<sup>th</sup> January 2026

Signed: Gail Gibbons, Chair of Trustees

Review Date: January 2027