



Environmental Policy including Carbon Reduction Commitment

Skopos is committed to achieving Net Zero Emissions by 2050. We are aware that reducing our Greenhouse Gas Emissions (GHG) represents significant benefits for us, our customers, suppliers, and the wider community. This Carbon Reduction commitment covers the strategies for ongoing commitment to the management and reduction of our business-related carbon emissions. We commit to achieve carbon net zero by 2050.

While some of these achievements will be achieved through behavioural change, it is noted that, where funding is needed, it will be accessed to take these projects to the right outcome. As a largely intellect, information, and administration-based business, we will still be empowering and enabling our business - and working with all our employees and contractors to embrace this plan and work collaboratively to achieve the overall goal of Carbon Net Zero by 2050.

The points below show the journey we are taking:

- *Skopos aims to reduce its GHG emissions by 78% by 2035 based on its 2019/20 baseline*
- *Staff training and behaviour change projects are being and will be identified to work to achieve net zero emissions by 2050*
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Skopos Policy Head	Michael King - Director
Audience	All staff (& suppliers as relevant)
Legislation & regulation	Skopos will ensure it operates within all environmental, legal, and other requirements as imposed by relevant UK and international law and best practice
Formally endorsed by	Operating CEO
Endorsement date	March 2022
Next review	March 2024

1. Background

1.1 The environment in which we work and live has never been subjected to as much change as it is now experiencing. Population growth, use of finite resources and greenhouse gas emissions from human activities are taking their toll in many ways not least of all through climate change and pollution. Unfortunately, as we see in our international work, it is often the poorest and most vulnerable communities who are hardest hit by climate change, although in recent times we've seen some extreme conditions here at home too. World temperatures continue to rise¹ as greenhouse gas concentrations in the atmosphere increase and pollution through waste generation continues.

1.2 Skopos, is committed to reducing the environmental impact of our operations and will ensure that all is done to mitigate climate change and the adverse impact this has on the world. We are committed to complying with applicable legislation in all the jurisdictions where it operates and will share achievements with all stakeholders in and outside the organisation.



2. Policy statement

2.1 Skopos policy statement on carbon emissions is:

There is very strong consensus within the scientific community that climate change is occurring and is caused by human activity. Skopos commits taking to reduce its own carbon emissions. This makes good sense environmentally and economically. Skopos is committed to achieving Net Zero Emissions by 2050.

2.2 Skopos needs to balance environmental commitments with other considerations such as UK and international emergency response operations, financial constraints, and response to the humanitarian imperative.

2.3 It is nonetheless our aim to ensure our environmental commitments become an integral part of our day-to-day activities, that we seek ways to continually improve our environmental performance and operate in a responsible manner including reducing waste and making reductions in our carbon emissions from heat, power, and travel.

2.4 Skopos will ensure it operates within all environmental, legal, and other requirements as imposed by UK & international law and best practice.

2.5 The aim of this policy is for Skopos to control its impact on the environment through the following objectives:

- *Minimise our contribution to pollution by reducing our carbon emissions and waste together with recycling, reusing, and reducing wherever possible*
- *Assess the adverse effects our operations/partnerships may have on the environment and seek ways to minimise them*
- *Introduce into our procurement practice supplier selection criteria based on a minimum environmental standard*
- *Promote environmental awareness to all stakeholders including the induction of new staff and volunteers*
- *Monitor, report and reduce carbon emissions specifically from heat, power, and travel*

We will achieve the objectives through the following activities:

- i. Selecting the most appropriate form of travel taking into account carbon emissions as well as other business factors; and only travel when necessary*
- ii. Ensuring that our buildings are operated in such a manner so to optimise use and reduce emissions through control of heat and power*
- iii. Reducing waste through control of packaging for bought in goods*
- iv. Recycling all appropriate waste such as paper, card, metals, and plastics*
- v. Reducing our use of plastics*
- vi. Ensuring that the induction process for new starters contains information about this policy and obligations to adhere to it*
- vii. Challenging behaviour of colleagues who act in a manner contrary to this policy*
- viii. Implementing a central reporting mechanism to allow senior management to be informed about environmental issues within the organisation and achievements made in mitigating the overall environmental impact*
- ix. Expanding the availability and use of new technologies to allow for changes in behaviour particularly around travel, e.g., greater use of video conferencing and expand the 'virtualisation' of IT systems*
- x. Including in supplier selection and review criteria minimum environmental standards expected of current and future suppliers for bought in goods and services*
- xi. Providing quarterly reports for each business unit showing carbon emissions generated from electricity, gas, and travel*
- xii. Using environmental impact assessments for UK and international operations/projects where a potential increased risk of detriment to the environment has been identified and report on such assessments in our Annual Report and other such media outlets.*



3. Responsibilities

- 3.1 All our people are responsible for complying with this policy and supporting our efforts to minimise our impact on the environment.
- 3.2 Management and all those in a supervisory role have the responsibility for implementing the policy within their areas of responsibility and should ensure that environmental issues are given adequate consideration in the planning and execution of our operations, services, and programs.

4. Laws and regulations

4.1 We will ensure we operate within all environmental, legal, and other requirements as imposed by UK and international law and best practice.

4.2 This policy can be shared with external stakeholders including members of the public and commissioners.

4.3 Where applicable, Skopos will comply with commissioners' environmental/carbon reduction policies and initiatives.

5. Review and maintenance

5.1 This policy was reviewed in March 2022. It is next scheduled for review in March 2024 - but will be updated earlier as required.