



**BLACKBURNE
HOUSE**

Sustainability Policy

Version	5
Title of Policy	Sustainability Policy
Policy Owner	ELT
Date of Authorisation	September 2025
Authorised by	Quality Committee
Date for Review	September 2026

Blackburne House Group – Sustainability Policy

Scope

This policy applies to all Blackburne House Group employees and third parties who undertake an activity for and on behalf of BHG. It applies to the goods and services we procure, our direct operations and the services we provide to our customers. BHG is committed to creating a sustainable society by actively managing our operations in a way that balances our social, environmental and economic objectives.

Purpose

To provide an effective framework for realising our commitment to creating a sustainable society by protecting and enhancing our social, environmental and economic impacts, preventing pollution, reducing social inequality and driving sustainable economic development.

Responsibilities

All employees and third parties are responsible for ensuring that this Policy is adhered to. In addition, employees who are responsible for procuring goods and services also follow our Procurement Policy which includes the requirement to include social value considerations which reflect our sustainability objectives.

Policy

BHG is a group of responsible companies that work in partnership to educate and upskill women so that they can pursue professions in every sector and at every level – including construction and digital technologies, where women are still typically under-represented.

We are committed to contributing to a more sustainable society and to continually improving the positive impacts we make by:

- ensuring compliance with all relevant legislation, and the expectations of our customers and other key stakeholders
- ensuring our procedures prevent pollution, and minimise resource consumption
- ensuring our employees and suppliers are able and are encouraged to support our sustainability commitments
- ensuring we continue to develop services which meet the needs of women who are less able to participate in mainstream support
- ensuring we continually review how we can make improvements to our sustainability performance

In order for BHG to realise these commitments, sustainability performance is driven by the Chief Executive and Group's Executive Leadership Team, through our:

- Agreed Shared Values - Inspiration, Transformation, Equality and Independence.
- Equality and Diversity policy - we are committed to action on equal opportunities

- Service offer, ensuring it targets and supports those women who are least able to access mainstream service provision
- Approach to company travel which encourages journey planning and use of alternative modes of transport
- ICT Disposal Policy which covers reuse, recycling and the associated data security issues
- Environmental Policy which covers energy, waste and paper usage
- Inclusion of Social Value requirements into our procurement activity

To realise our sustainability objectives BHG communicates these objectives to our suppliers, employees, customers and wider stakeholders. This is achieved via our procurement processes, and our existing communication channels to employees including the business plan, websites, newsletters, staff induction processes and wider stakeholder engagement.

This policy and the actions arising from it will be annually reviewed as part of the business planning process which involves BHG's Executive Leadership and the BHG Board.