

SUSTAINABILITY POLICY

Version Number	1
Revision Date	August 2023
Department	Asset Management
Author	Head of Development and Sustainability
Reason for Policy Creation/Revision	To ensure sustainability is embedded as a concept for all of Hanover's operations and the communities that Hanover serves.
Data Protection	This policy conforms to Hanover's data protection policy and procedures.
Equalities	This policy seeks to ensure equality of treatment and opportunity for all. There will be a requirement to continually assess the impact on equalities when embedding sustainability.
Sustainability	This Policy confirms Hanover's commitment to incorporating sustainability objectives and continuous improvement within all areas of Hanover's operations.
Proof Read By	New Build and Remodelling Manager
Date Approved	31 August 2023
Approved By	SMT
Next Review Due	31 August 2026
Audience – Training and Awareness Approach	Policy to be circulated to all employees and sustainability awareness training will be provided.
Effective Date	5 September 2023
Internal References – Policies & Procedures (Located on The Hub)	Net Zero Plan Sustainability Action Plan
External References	Scottish Government

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1. Policy Purpose

- 1.1 To embed sustainability within Hanover and the communities it serves.
- 1.2 Hanover is committed to incorporating our sustainability objectives and continuous improvement within all areas of our operations. As a key housing provider, we are well placed to influence and contribute to the development of sustainable communities throughout Scotland.

2. Policy Scope

- 2.1 Hanover's aim is to seek an equitable balance between:
 - 2.1.2 Meeting the current and future needs of our customers, employees and the community.
 - 2.1.3 Delivering economically viable housing and care solutions, and value for money.
 - 2.1.4 Reducing overall environmental impact and ensuring protection of environmental resources within our sphere of control.
- 2.2 Strategically Hanover will look to:
 - 2.2.1 Systematically raise the capability of Hanover to deliver sustainable homes and services by giving full consideration to these sustainability objectives when making decisions, and when reviewing or developing our policies.
 - 2.2.2 Ensure compliance with all applicable legislative and regulatory requirements, prevent pollution and where appropriate exceed mandatory standards.
 - 2.2.3 Promote sustainable developments and communities and seek continuous improvement in working and living environments for customers and employees. This includes respect for diverse cultures, traditional values and promotion of equal opportunities.
 - 2.2.4 Develop and maintain positive working relationships with stakeholders through engagement when planning and implementing development, remodelling and maintenance programmes.
 - 2.2.5 Work in partnership with other organisations to equitably share the benefits and risks of development, refurbishment, remodelling and maintenance projects.
 - 2.2.6 Demonstrate our commitment to sustainability by embedding sustainability awareness in Hanover, publicising our Policy Statement and openly and transparently reporting progress and performance regarding sustainability issues.
 - 2.2.7 Increase recycling and resource efficiency. Reduce energy consumption, greenhouse gas emissions and waste.

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2.2.8 Take sustainable procurement options by considering environmental impact and life cycle analysis. Challenge design teams and contractors to provide options which conserve natural resources and habitats.

2.2.9 These aims and objectives will be underpinned by the Executive Leadership Team through the Sustainability and Net Zero Action Plans.

3. Employee Responsibility

3.1 Hanover's Net Zero Team will lead the exercise to embed sustainability within Hanover and the communities it serves.

4. Monitoring & Evaluation

4.1 The Head of Development and Sustainability with the support of the Net Zero Team will be responsible to the Hanover Board for the implementation, development and review of this Policy.

4.2 A regular evaluation of the policy will be undertaken in line with the actions and targets that have been laid out in the Net Zero and Sustainability Action Plans.

5. Reporting Requirements

5.1 Hanover will include an article on progress in the Annual Report.

6. Review

6.1 This Policy will be reviewed by the Head of Development and Sustainability every three years or sooner if required.