

John Ellerman Foundation

ENVIRONMENTAL SUSTAINABILITY POLICY

Introduction

John Ellerman Foundation's Aim is to advance the wellbeing of people, society and the natural world. We take our commitment to environmental sustainability very seriously and it is an important part of our culture as an organisation. It is also an important part of our commitment to our staff, Board, beneficiaries and other stakeholders.

The purpose of this policy is to set out our commitment to align our actions and intentions with our charitable Aim, by seeking to be environmentally sustainable in all that we do, and to address and mitigate the environmental consequences of our activities, grants and investments. This Policy sets out what the Foundation understands by environmental sustainability and outlines what we will do to reduce the environmental, and associated social, impacts we identify, including the responsibilities of individual members of staff.

The Foundation's approach to environmental sustainability is aligned with the Brundtland sustainability definition, namely "meeting the needs of the present generation without compromising the ability of future generations to meet their needs" (Brundtland, 1987). We also use the term "nature positive" as adopted in the G7 2030 Nature Compact (G7 Cornwall, UK 2021) which means enhancing the resilience of our planet and societies to halt and reverse nature loss.

Scope

This policy covers our approach to environmental sustainability rather than encompassing all elements of social and economic sustainability which are also captured through our grantmaking and investing activities. However, we recognise that there can be negative social and economic impacts of environmental degradation and vice versa. The Foundation recognises that the interlinked climate change and biodiversity loss crises are potentially existential threats unless they are addressed with urgency and determination, and that we have a role to play in responding to these twin crises, especially through our grantmaking.

This Policy applies to all Trustees, employees and individuals working for us under contract. The policy will be shared with suppliers to indicate our commitment to sustainability and to environmental and social action in support of sustainability. It can also be shared with other stakeholders, including applicants or organisations we fund.

Action

We are committed to accelerating a just transition to a carbon-neutral, nature-positive world through urgently reducing the impact from our operations, investments and grantmaking on the environment and society. We have set ourselves the goal of becoming carbon-neutral and nature-positive in our operations and across our entire investment portfolio as early as practicably possible, and in any event prior to 2050. We will work with our suppliers including our fund managers to agree ambitious and achievable interim target dates, which we will

make public and hold ourselves accountable for meeting. We will help achieve this through the following areas of work:

Staff engagement

We will promote responsibility for the environment within the organisation, and communicate and implement this policy with the involvement of our entire team. We commit to ensuring members of staff have the time necessary to embed this work into our operations and providing further resource as necessary.

The senior management team of the Foundation will:

- Share its expectation of responsibility for the environment with all staff and Trustees.
- Demonstrate clear commitment to the environment and lead by example, to ensure that the protection of the environment is promoted to all employees.
- Support team wellbeing by committing to action in the organisation and setting a positive example.

The employees of the Foundation will:

- Be familiar with all the environmental requirements relevant to their role and responsibilities, including exploring the environmental and associated social impacts of specific areas of work;
- Take responsibility for their own impact on the environment while working on behalf of the Foundation, sharing ideas with other staff members on how to reduce personal impact and take positive actions to enhance nature and reduce carbon emissions.

The Board of Trustees:

- Recognises that the climate and nature crises pose a strategic and systemic risk challenging our ability to meet our objectives in the long term;
- Supports senior management and all staff in addressing the climate and nature crises.

Operations

As part of delivering our mission in line with our values and charitable Aim, we will assess the environmental and associated social impacts of our operations and set objectives and targets annually in order to reduce our carbon emissions (in pursuit of our Net Zero strategy) and in striving to become nature positive. We will review these targets annually. This work will include:

- Monitoring utilities consumption in office buildings and home working
- Promoting and encouraging low carbon travel choices from employees and Trustees including a conscious consideration of the amount of travel necessary to deliver our work
- Reviewing our waste management practices and educate employees about effective reduction, reuse and recycling of consumables and other materials including single use plastic
- Providing training for employees and Trustees and attending events on the interlinked climate change and biodiversity loss crises
- Communicate with the communities we work with about the climate and biodiversity crises and how it is relevant to our mission, vision and values
- Increasing external communications about the climate crisis, to encourage awareness within our networks and the communities we work with

- Complying with all relevant environmental legislation and regulations
- Continuing to promote our values with stakeholders, including the fact that we are a signatory of the Funder Commitment on Climate Change (FCoCC).

Governance

Our Trustees have overall responsibility for the Foundation and its strategy and are committed to annual board-level scrutiny with regard to our response to the climate change and biodiversity loss crises, including in relation to our beneficiaries and stakeholders. This work should be led by the FCoCC Trustee with the support of the Director and Head of Finance and Resources and should include, but is not limited to:

- Discussing how our mission, vision and values intersect with the climate and biodiversity crises. This discussion should include how our beneficiaries will be affected by the crisis; where there is opportunity to collaborate and support wider climate and nature-positive action; and how to embed climate and nature-positive actions in our strategy, business planning and organisational goals.
- Providing a short statement in our annual report each year outlining the progress we have made in pursuit of our climate and biodiversity crises responses including any action we have taken, alongside our aims for the following business year.
- Reviewing, and keeping under review, our investment policy to ensure it is aligned with this Policy. Including:
 - Reviewing our engagement activities in pursuit of the Policies set by our Board of Trustees and a consideration of the likely efficacy of continued engagement compared with an alternative divestment strategy.
 - A review of the results of our proxy voting instructions to our fund managers to support this policy, and the potential to extend our proxy voting instructions to include associated social issues
 - A review of our progress towards increasing directed investment in line with our mission.
- Making time to agree practical strategic actions for example:
 - Including the climate change and biodiversity loss crises on our risk register, both in terms of the risk they pose to finances, reputation and grantmaking, and with regard to the mitigating and positive actions we will take in each case;
 - Reviewing our pension funds and informing all employees how they can make choices as to how their pension might be more sustainably invested.

Procurement

We will ask our suppliers to:

- Share their environmental sustainability policies (or describe planned actions if a formal policy is not in place) with us before we enter into any contract or agreement as a part of our due diligence processes;
- Work with us to reduce the adverse environmental, and associated social, impacts of the goods and services procured.

Our engagement with suppliers is designed to identify suppliers with values which align with this Policy. We will make public our preference to work with organisations who are demonstrably and actively minimising their adverse environmental and associated social impacts.

Organisations we fund

We will ask our grant applicants to:

- Share their environmental sustainability policies (or, at the very least, clearly outline planned actions if a formal policy is not in place) with documentation supplied at the second stage of our application process;
- Be willing to discuss their environmental, and associated social, impacts together with mitigation strategies and/or barriers to mitigation; and
- Consider any climate change and biodiversity loss crises related communications required.