



# Environmental, Carbon Reduction & Sustainability Policy

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## Definitions of Sustainability

**Brundtland (1987):** This is the most commonly quoted definition and it aims to be more comprehensive than most:

*Sustainable development is development that meets the needs of the present without compromising the needs of future generations to meet their own needs.*

## General Principles

Integer Training Limited is committed to environmental, carbon reduction and sustainability and intends to ensure that we do our best to contribute to a sustainable future. We recognize that there are consistent cultural, economic, social and technological, as well as environmental dimensions to the sustainability agenda, which is itself continuously evolving. Integer will convey its commitment to all its stakeholders, including learners, employers and staff; and ensure that its practices are embedded into all provision.

## Reviewing and Monitoring

- Maintaining compliance with all relevant UK, European and international legislative and regulatory requirements and agreements as a minimum standard
- Reviewing all our activities and operations in order to identify, understand and evaluate all the direct and indirect environmental aspects and impacts, and prioritise action to address them
- Ensuring that sustainable development is fully understood by staff and students and is enshrined within all aspects of planning and activities
- Promote the highest standards of health and safety for our staff, contractors and students and provide a good working environment for our employees, treating them with fairness, dignity and respect.
- Increase the awareness and understanding of sustainable development amongst staff and students through learning and training and invite partners/learners/staff to consider how they might best embed sustainability within their role to utilise sustainability initiatives.

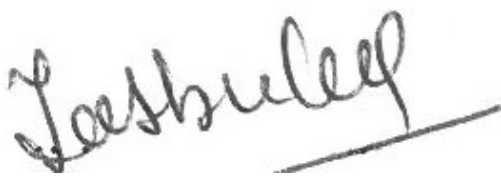
## Principles & Practices

1. Raise awareness for employers, learners and staff through the curriculum and tutorial schemes of work and activities that it is the responsibility of everyone to protect the world in which we live in any way we can.
2. Reduce health inequalities by supporting healthy balanced lifestyles; healthy homes and workplaces; clean, safe and green environments; supportive and inclusive communities.
3. Switch our fixed delivery centres to sustainable energy tariffs wherever possible, ensuring all energy used has come from sustainable energy sources, and encourage our stakeholders to do the same at work, as well as at home.
4. Conduct a lighting audit of our fixed delivery centres to identify carbon savings, for example, implement an LED replacement programme so that all fixed centres have energy-efficient LED lighting by 2025.

5. Being mindful of resources by turning off digital appliances, e.g., desktops, printers, laptops, etc, when not being used, or when fully charged.
6. Reduce high carbon travel by considering alternatives to flying when travelling overseas, such as rail or sea.
7. Encourage the use of public or sustainable transport for all staff and students, e.g, walking, cycling or electric scooters, cycle to work scheme for staff, cycle racks and shower/locker facilities, limited parking facilities, encourage car sharing, working from home.
8. Promote the use of local and ethical goods and services by using locally and ethically sourced goods and services; strengthening local/regional supply chains and boosting local economies.
9. Provide healthy, affordable, sustainable food in situations where food/drink is provided, e.g., locally sourced plant-based produce such as fresh fruit and vegetables, as opposed to meat alternatives.
10. Provide information and advice to our learners, as required, on how to eat healthily and sustainably whilst on a budget.
11. Using sustainably sourced materials, e.g., FSC-certified paper, and improving our recycling rates by using separate waste bins for different materials.
12. Use video conferencing in all instances where face-to-face meeting is not necessary.
13. Adhere to a rigid process for WEE (Waste Electrical and Electronic Equipment); this includes photocopier toner cartridges
14. Enhance and celebrate local distinctiveness and diversity.
15. Promote awareness of our natural resources, biodiversity, culture, heritage in all naturally occurring ways within our provision.
16. Work toward achieving net carbon zero by 2030.

The Senior Management Team will be responsible for implementing and monitoring the effectiveness of this policy. However, it is the duty and responsibility of everyone working for Integer Training Limited, in whatever capacity, to promote this Sustainability Policy within their own spheres of responsibility.

**Declaration:** I will review and revise this policy as necessary and at regular intervals:

A handwritten signature in black ink, appearing to read 'Jasbir Behal', written over a horizontal line.

Signature of Jasbir Behal, Managing Director, Integer Training Ltd

Date: 8 January 2025

Version No: ECRSUST22122201    Review Date: 08/01/2026