

## 4Winds Environmental Pledge and Carbon Reduction Plan

This plan sets out how 4Winds will achieve a 50% reduction by 2030. The roadmap prioritises the highest emitting categories first, following the principle of **front-loading**<sup>7</sup> — achieving early, rapid reductions to build momentum.

### Action plans and priority areas

#### Travel: Employee commuting

Employee travel accounts for most of 4Winds' emissions (54%). Key actions:

- Encourage home/remote working where possible.
- Review travel policy to incentivise sustainable travel (e.g., bus/train, cycling, walking).
- Explore options for shared or community transport where appropriate.

#### Energy

4Winds has already switched to **renewable electricity tariffs**. Next steps:

- Assess energy efficiency of the office premises.
- Introduce energy-saving measures (lighting, heating controls, insulation where feasible).
- Raise staff awareness of reducing energy use day-to-day.

#### Waste

- Improve monitoring of office waste streams.
- Reduce total waste produced, including food and recycling.
- Run awareness campaigns with staff and volunteers to embed positive behaviours.

#### Travel: Business travel

Business travel accounts for around 6% of the footprint. Actions include:

- Recording all business travel more accurately.
- Prioritising low-carbon options (public transport, car sharing, electric hire where possible).
- Expanding use of virtual meetings and training to avoid unnecessary travel.

#### Materials: Purchased goods and services

- Introduce sustainable procurement principles.
- Prioritise suppliers with environmental credentials.
- Reduce unnecessary purchases by reusing and sharing resources where possible.

#### Water

Although a small proportion of emissions, water use will be monitored more closely.

- Install simple efficiency measures where feasible.
- Continue using rainwater butts and explore other reuse opportunities.

#### Digital footprint (*additional category*)

- Assess the impact of cloud storage, email, and IT use.

- Develop strategies to minimise unnecessary data storage and reduce server demand.

### **Nature and green space (*additional category*)**

Although 4Winds operates on a smaller physical footprint, we will:

- Explore opportunities for small-scale greening (e.g. planting, community gardens, pocket habitats).
- Seek grants or partnerships to develop projects that benefit people and nature.

### **Towards Net Zero: 2030–2050**

Every 5 years, 4Winds will review progress and set new interim targets. As a small organisation, we expect national decarbonisation (e.g. public transport improvements, energy grid changes) to support our journey.

We aim to fully integrate carbon reduction into all organisational activities, building expertise and ensuring we are prepared for future legislative requirements as the UK moves towards Net Zero by 2050.

### **Accountability**

4Winds will track progress through its action plan and report annually. While we are not legally required to publish emissions data, we believe in transparency. Sharing updates with our stakeholders, funders, and community will demonstrate accountability and strengthen our commitment to climate action.

Adopted and signed off by Jon Roderick Chair of trustees, September 2024