

A14: ENVIRONMENTAL POLICY (NOVEMBER 2022)

14.1 INTRODUCTION

Summary

This policy sets out REDRESS' approach to limiting the environmental impact of our work.

Purpose

REDRESS is aware of the significant environmental challenges that society must address together. Environmental changes affect the human rights landscape and disproportionately impact persons in situations of vulnerability. As an environmentally responsible organisation, REDRESS is committed to limiting the negative environmental impact of its action and strive to reduce its carbon and environmental footprint.

Scope

This policy applies to:

- All staff employed by REDRESS.
- Associated personnel while they are engaged with work or visits related to REDRESS, which includes but is not limited to: trustees, consultants, volunteers, interns, and contractors.

14.2 POLICY STATEMENT

REDRESS is conscious of the ecological impact of its action as well as those of its staff and associated personnel acting in the course of their duties.

REDRESS is committed to ensuring that staff and associated personnel understand and adopt eco-responsible actions such as those defined in this policy. In addition, REDRESS involves its staff and associated personnel in the implementation of this policy by encouraging effective and sustainable ideas and initiatives.

REDRESS commits to the following actions in order to improve its environmental performance. REDRESS commits to allocate the necessary resources for the implementation of this policy, while remaining within the objectives of the charity.

Compliance with relevant environmental legislation

REDRESS is committed to respecting standards leading to greater ecological responsibility, not as a goal but as a minimum standard.

Travel

REDRESS commits to take measures to reduce the impact that our activities may have on the environment. This includes travel undertaken on behalf of the charity.

Travel should only be undertaken only when necessary for the accomplishment of REDRESS' objectives.

- *Make trips effective.* Staff and associated personnel should take full advantage of any international trips, i.e. by arranging as many meetings as possible. This may mean that trips will have to be slightly longer, where funds permit it.

- *Multiple staff.* It will be rare that two members of staff will travel on the same trip, and any such proposal should be considered carefully, given the operational needs of planned activities.
- *Form of Travel.* The most sustainable means of transport should always be the first choice, where economically sustainable. This means that where train travel is an option, it should be considered before air travel.

Carbon Offset. REDRESS will seek to offset the carbon used for any travel through a recognized carbon offset scheme. Any project proposals will include carbon offsetting as part of the travel budget.

Project Proposals. Any proposals for project funding should consider the environmental impact of the activities, and set out how to mitigate that impact accordingly.

REDRESS Offices

REDRESS commits to trying to minimize the environmental impact of our offices.

- We will give priority to offices that have a low environmental impact.
- We will minimize office space by having a flexible working policy which allows working from home.

Office Practice. When in the office, staff and associated personnel should use common sense methods to reduce our environmental impact, including:

- Decrease in the use of heating and air conditioning (AC) and ensure heaters and AC units are switched off when offices are empty;
- Switch off computer monitors, central units, tablets, printers and all other electronic devices when not in use;
- Switch off the lights when offices are empty;
- Where possible, avoid paper use and use recycled paper where necessary, including for the dissemination of reports, and all other documents;
- Make use of recycling facilities for all recyclable material;
- Where possible and safe, prefer using public transportation, clean vehicles and/or car sharing facilities.
- We will seek to use service providers for the office who offer environmentally friendly services.
- We will reduce our environmental footprint by relying on digital publications, and only printing the number of reports that are needed for any campaign.

Partners and suppliers

REDRESS is committed to taking into consideration the environmental impact that its activities may have. As a result, it also commits to ask partners and suppliers for their environmental policies to ensure that they are compatible with its own and, where possible, to support partners in developing such policies should they not already have one.

14.3 TRAINING

All staff and associated personnel will receive training on this policy as part of their induction. REDRESS keeps a training record that identifies who was trained on what date.

A refresher training session is conducted for all staff at least annually to remind them of the policy and to inform them of any changes.

14.4 POLICY REVIEW

This policy was first approved by the Board of Trustees on 10 November 2020. It was reviewed by the Risk Committee on 28 October 2022, and the revised policy was approved by the Board of Trustees on 8 November 2022.

The policy is subject to revision at any time REDRESS considers it necessary to improve it.

In any event, it will be reviewed again in November 2025.