



Sustainability and Carbon Plan 2021 - 2026

Contents

1. Sustainability at Guide Dogs	2
2. The UN Sustainable Development Goals.....	2
3. The Five Plan Commitments.....	4
Commitment 1 - Carbon Reduction.....	4
Commitment 2 - Vehicle Emission Reduction	5
Commitment 3 - Phase Out Single Use Plastics	5
Commitment 4 - Become Zero Waste to Landfill	6
Commitment 5 - Sustainable Procurement	6
4. Awareness and Implementation of the Plan.....	7



1. Sustainability at Guide Dogs

As a leading charity, we continue to recognise our responsibility to minimise any environmental impacts that may result from our activities.

By working in a sustainable way, we are making the best choices for our organisation and the world around us, enabling us to make the most effective use of funds and resources, reduce our carbon footprint and the waste we produce.

We have an Environmental and Sustainability Policy that sets out our commitment to continually improving our environmental performance, it focuses on the following areas:

- Preparing our organisation for a changing world. Mitigating our environmental impact by reducing greenhouse gas emissions (GHG) and adapting and safeguarding our estate from the potential damage caused by environmental change.
- Building and refurbishing sites in line with carbon reduction plans and introducing renewable technologies wherever possible.
- Reducing business mileage and lowering the vehicle emissions of our fleet.
- Addressing the issue of waste generation, encouraging all staff to reduce, reuse and recycle, partnering with waste operatives, to dispose of waste to the highest environmental standards.
- Working with our Procurement team to develop sustainability standards for all suppliers.
- Enhancing and securing the biodiversity of our estates and encouraging the protection of green spaces.
- Engaging with all stakeholders and being transparent and open with sustainability facts and figures.

The following plan details how we will deliver on our commitments within the policy.

2. The UN Sustainable Development Goals

We have developed the plan in-line with the UN Sustainable Development Goals, enabling us to ensure our initiatives are effective in addressing global challenges.



Sustainable development goals are designed to be a blueprint to achieve a better and more sustainable future for all. They address issues such as poverty, inequality, climate change, environmental degradation and peace and justice.

They are a call for action by all countries - poor, rich and middle-income - to promote prosperity while protecting the planet. Ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.

There are 17 sustainable development goals, each is set out by a graphic below. Where our commitments align to individual goals, we have indicated this in the next section.

SUSTAINABLE DEVELOPMENT GOALS



3. The Five Plan Commitments

In-line with our policy, the plan focuses on five key commitment areas. It covers the period 2021 to 2026 and will be reviewed at least twice a year. Amendments will be made to ensure that it evolves in response to changing targets, regulations, technologies, utility costs, and stakeholder responsibilities.

Commitment 1 - Carbon Reduction



Climate change is one of the most pressing issues facing humanity. The United Nations say there are just 11 years left to limit a climate change catastrophe. This has led to over 30 countries declaring a climate emergency and the UK Government to become the first major economy in the world to pass net zero carbon laws. In 2019 the Climate Change Act 2008 was amended to include a target of a 100% reduction in GHG emissions by 2050. In response to new the legislation Guide Dogs will:

- Commit to reducing scope one and two GHG emissions by 40% by 2026 using 2019 as the baseline year, with the aim to become zero carbon by 2040.
- Follow the science-based target standard as a guide and focus on the reduction of emissions rather than offsetting wherever possible.
- Measure and annually report on our carbon footprint following the Government Carbon Reporting guidance and Greenhouse Gas Protocol.
- Ascertain scope three emissions generated by the supply chain, identify key areas and work with suppliers to make positive changes.
- Align our new build and refurbishment programme with our aim to reduce harmful emissions, ensuring the inclusion of renewable technologies and low carbon building principles wherever possible.
- Look for opportunities to generate our own green energy at freehold sites.
- Review progress towards targets at Executive level and regularly share data with stakeholders, including Trustees.



- Continue to reduce energy consumption in our buildings through the raising of awareness at all levels and educating key personnel with responsibility for site operations.
- Improve the biodiversity of our estates and protect green spaces to provide carbon capture opportunities.

See Appendix 1 for a description of the carbon reporting bands.

Commitment 2 - Vehicle Emission Reduction



An essential element in supporting our carbon pledge is reducing vehicle emissions. Sixty percent of Guide Dogs scope 1 & 2 carbon footprint results from business travel. In order to meet our ambitious net zero reduction targets, we are committed to:

- Accelerating the move across to low emission vehicles.
- Conducting an electric vehicle trial at four sites.
- Creating an agreed plan for the safe rollout of electric vehicles to replace the current fleet, should the trial be successful.
- Investigating a salary sacrifice scheme to provide staff with the opportunity to lease an electric vehicle.
- Encouraging other greener forms of travel such as the use of public transport and cycling to work.
- Continually looking for opportunities to travel smartly. Promoting new efficient ways of working, a greater reliance on technology as an alternative, route planning, lift sharing and collaboration across teams.
- Implementing green driver training for all.
- Monitoring and reporting business travel and vehicle emissions on a quarterly basis to all regions and levels of the organisation.

Commitment 3 - Phase Out Single Use Plastics





Plastic consistently makes up 80% of marine debris studied. It does not break down but rather fragments into smaller and smaller sections over hundreds of years. At Guide Dogs we recognise the need to turn the tide on single use plastic and do all we can to find alternative solutions. We will focus on:

- Understanding our plastic waste streams, and eliminating what we can.
- Introducing a guidance document, setting out the standards, outlining plastic free/compostable product alternatives and encouraging the use of reusable products.
- Working with teams to phase out the use of single use plastic at all sites.
- Ending the use of plastic wrappers in all mailouts.
- Working with suppliers to find plastic free packaging options for products that we purchase.

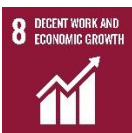
Commitment 4 - Become Zero Waste to Landfill



Disposing of waste has enormous environmental impacts. We are committed to finding ways to reduce, reuse and recycle the waste we produce and ensure it is all diverted from landfill through:

- Understanding all waste streams and maintaining legal compliance.
- Increasing the number of waste streams that we recycle.
- Monitoring, measuring and setting reduction targets to improve recycling levels.
- Reducing our printing and use of paper.
- Partnering with waste operatives who support our objectives to become zero waste to landfill.
- Ensuring lifecycle analysis is included in large purchasing decisions and the whole life impact of a product is considered before purchase.
- Supporting the circular economy and sourcing goods that are made from recycled material and can be reused or recycled at the end of life.

Commitment 5 - Sustainable Procurement





What we buy, who we buy it from, and how we use the goods and services once bought, have a huge influence on everything from our performance to our organisation's reputation. To meet our social responsibilities, we will integrate environmental and social considerations into our procurement process, with the goal of reducing any adverse impact that our purchases could have upon people's health, social conditions and the environment around us. Guide Dogs are committed to:

- Purchasing goods and services produced and delivered with the minimum impact on the environment.
- Building upon the standards set for sustainable procurement to ensure sustainability principles are considered in all purchasing decision.
- Engaging with our suppliers on issues relating to sustainability and carbon from the outset.
- Appointing those with the highest environmental and ethical standards and who are committed to managing and reducing their GHG emissions.
- Putting measures in place to ensure that contractors and suppliers abide by the environmental policy and help us achieve our sustainable goals.
- Identifying and reviewing the sustainable impact of the goods and service we are currently procuring.
- Adopting lifecycle analysis of products before purchase.

4. Awareness and Implementation of the Plan

We will encourage and support our staff and volunteers to make sustainable choices to ensure that we meet our organisational objectives through:

- Continuously raising awareness and promoting environmental and sustainability issues
- Ensuring everyone understands their own personal responsibility across the organisation
- Supporting a network of Green Reps to encourage their colleagues to work sustainably
- Linking in with other charities and organisations to share ideas and learn from others
- Operating an Environmental Management System, following the Green Dragon Standard to:
 - Plan and implement procedures in line with current good practice
 - Recognise and respond to emerging environmental issues



- Measure and review our performance and make recommendations for continuous improvement
- Gain accreditation and recognition for our achievement

For more details on how we are delivering on these commitments, please refer to the Sustainability Action Plan.