



# Sustainable Development Policy

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## Aims

Whilst there is no direct legislation covering the activities of the company, this policy establishes the company's commitment to sustainable development.

## Environmental

We believe in sustaining our limited environmental resources. We actively encourage the digitisation of documents to avoid excess paper wastage. Recycling is provided for at our offices and printing of documents is only for vital documents. Handouts for training materials should be incorporated into the training workbooks wherever possible and offered as digital-first to reduce the need for printing.

Printed resources should be on recycled paper wherever possible and should be CO<sup>2</sup> balanced if from a commercial printer.

Where possible, public transport should be used to reduce the impact on the environment. Likewise, if they are required, printed course materials should be delivered direct from the printer to a training venue to avoid double transportation.

## Business

The Root Of It provides a number of courses and direct mentoring to business, employers and organisations. We recognise that the purpose of this support is to increase their skills and make their businesses more sustainable in the future. This may take a number of forms:

- To develop the mindset of the business leader or staff to help them grow as a business;
- To develop mentoring skills in the workplace to enable the business to support their staff;
- To train apprentice mentoring skills to help a business to get the most out of their apprentices, no matter what their background.

Wherever possible, local businesses will be used as providers of materials or resources needed for training. For example, a local community centre may be used as a training venue, with refreshments provided by a local supplier.

## Social

The Root Of It provides a number of activities that support the personal development of people who may be experiencing barriers. This may include:

- Consultancy;
- Telephone or email advice for employers, schools or colleges;
- Mentoring courses for people supporting children with social, emotional and behavioural difficulties;

- Mentoring courses for employers working with ethnic minorities, newly arrived migrants, apprentices, those with mental health difficulties, those with social or emotional problems.

## Review

This policy will be reviewed biannually.

December 2024