

Catalyst Housing Group**Sustainability Policy**

CHG will ensure that all policies & actions at every level are designed to promote sustainability.

This policy will be applied across all functions of the Group, including office management, development, improvements, refurbishment or maintenance, & in respect of the procurement of all contractors, goods & services.

The Group is committed to ensuring all members of staff, Boards of Management & residents have an appropriate level of understanding of its sustainability policy.

Catalyst Housing Group will:

- Implement a clear & coherent sustainability policy which reflects national & local priorities, together with a procedural framework, to guide all areas of it's work; &
- Ensure that its sustainability policy & objectives are clearly linked to, & are wholly compatible with, it's broader corporate plans & policies.

In developing policies & procedures the Group will consider the impact it can have in improving the economic, social & environmental circumstances of the wider community.

Sustainability objectives & targets will be challenging & relevant to the concerns of our stakeholders.

Our sustainability policies & procedures will be based on:

- The needs of our residents
- Relevant & comprehensive information
- A knowledge of good practice
- Benchmarking activities with other organisations
- Service reviews

All policies & procedures will be reviewed on a regular basis to ensure that intended outcomes are achieved.

Issues & Objectives

Areas of significant environmental impact will include:

- The acquisition & development of land;
- The consumption of energy & water;
- The use of transport & materials; &
- The production of waste.

When establishing & reviewing the Group's sustainability objectives & targets the Group shall consider:

- Legal & other requirements
- The needs & views of residents

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- The relative significance of the sustainability issues involved
- The technological options & other resources available for meeting the objective
- Its wider strategic & operational requirements; & where appropriate
- The views of stakeholders.

Indicators & Targets

The Group will establish & measure performance against sustainability targets using a range of indicators. These are set out in Appendix 3.

Reporting on sustainability performance will be consistent with the Group's sustainability policy & targets will be based upon validated data.

The Group will benchmark itself against best practice standards established for the sector & seek continuous improvements in its performance over the long term by reviewing & revising the targets at regular intervals. The Group already participates in the SHIFT benchmarking club, initially comprising 16 RSL, but now totalling some 30 RSLs across the country.

Action Plan

The Group will establish & maintain an action plan for achieving its objectives & targets.

The action plan will include:

- Designation of responsibility for achieving each objective & target
- The means & time frame by which they are to be achieved; &
- Criteria against which success (or failure) will be measured.

For significant development or improvement-related investment decisions a whole life cost-benefit analysis will be carried out as appropriate.

Resources

The Group will identify, provide & maintain facilities needed to achieve its sustainability policy objectives & targets, including:

- Workspace & associated facilities;
- Equipment, hardware & software;
- Supporting services.

The Group will establish & maintain procedures to make all employees & Board members aware of:

- The importance of conforming with the sustainability policy & procedures
- The significant impacts, potential or actual, of their work activities & the benefits of improved personal performance;
- Their roles & responsibilities in achieving compliance with the sustainability policy & procedures; &
- The potential consequences of departure from specific operating procedures.

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Integration

In order to facilitate the effective integration of the sustainability agenda of the organisation with its day-to-day operations the Group will identify those activities that may have significant sustainability impacts. In respect of these activities, the Group will establish & maintain procedures for:

- Monitoring & measuring performance in terms of energy, waste, emissions, etc.;
- Reporting on performance through regular internal & external communications.

Monitoring & compliance

Much of the activity of the Development team in building new homes is already governed by a range of legislation, regulation i.e. Building Regulations, or HCA/TSA compliance, such as the Code for Sustainable Homes, Lifetime Homes, Waste regulations on contractors employed by the Group, etc.

A system of monitoring compliance by Group Members with non-development aspects of the action plan will be managed & monitored through the Group Leadership Team.

Hierarchy of policies

The Group already has a series of approved policies that impact upon & feed into this sustainability policy:

- Catalyst Group Affordable Warmth policy – approved 2nd June 2004
- Catalyst Group Sustainable Development Policy – approved 2006
- Catalyst Housing Group Asset Management Strategy – approved September 2008

In addition the Group Leadership Team has also approved a Sustainable Office Policy & strategy (Appendix 2), on 30th July 2008, but this has not formally been approved by the Group Board. The Board is asked to formally approve this.

The relationship of these policies needs to be understood to ensure compatibility of policy & to ensure that one policy does not inadvertently contradict the main thrust of the over-arching sustainability policy.

Attached at Appendix 4 is a diagram showing the inter-relationships between these existing policies & how they relate to one another.

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Group Sustainability Policy Hierarchy
November 2009

