

At Bumblebee Conservation Trust, we are committed to minimising the negative environmental impact of our actions and services, to adopting sustainable working practices and to accelerating the transition to net zero carbon. We will measure our impact on the environment, engage with our stakeholders about how we can reduce our impact, and communicate our journey transparently.

Our people

We will promote responsibility for the environment within the organisation, and communicate and implement this policy at all levels of our team. We commit to ensuring key members of staff have the time necessary to embed this work into our operations and providing further resource where possible and necessary.

We will support staff wellbeing by considering how we promote positive, action-led messaging about climate breakdown and other environmental issues and provide opportunities for them to change the ways they work for the Trust in line with positive climate and sustainable behaviours.

Our operations

Our mission is: **To increase the number and distribution of bumblebees.**

The sustainability of our services is important for the people, places, and communities we work with, as well as bumblebees and all of the animals and plants that make up our ecosystems. We will assess the environmental impacts of our operations and set objectives and targets annually in order to improve our internal carbon emissions and environmental performance. We will review these targets annually. This work will include:

- Monitoring utilities consumption in office buildings and home working.
- Promoting and encouraging green travel choices for employees and reducing flying wherever possible. Giving conscious consideration of the amount of travel necessary for our services to go ahead, encouraging green transportation modes and/or providing digital access to events.
- Reviewing our waste and educating employees about reducing waste, especially single-use plastic, and effective recycling when reduction is not possible.
- Minimising our environmental impact through better selection and improved usage of products and services. Encourage our suppliers to adopt practices that minimise their environmental impact.
- Communicating with the communities we work with about climate breakdown and how it is relevant to our vision, mission and values.
- Complying with all relevant environmental legislation and regulations. Sign up to ACEVO's [climate leadership principles](#) to structure our work and provide light-touch accountability.

Our suppliers

We want to work with suppliers and contractors with values that align with our own and our preference is to work with organisations who minimise their environmental impact wherever possible. We ask that suppliers for the Trust will:

- Have an environmental/sustainability policy **or** describe planned actions if a formal policy is not in place when entering into any contract or agreement with the Trust.
- Work with us to reduce the impacts of the goods and services purchased from them wherever possible.

We recognise that, although we may not be able to reject suppliers based solely on their sustainability credentials, asking questions raises the profile of this issue, and that we may partly influence behaviours through this action alone.