



Environmental Statement



Working with our Carbon Partner



Together for Mental Wellbeing Environmental Statement

Summary

While Together is not a major emitter of greenhouse gases (GHG), we have an important role to play in setting industry standards and demonstrating best practices. Our efforts to enhance our environmental performance and reach Net Zero are described in this policy.

We are committed to improving our environmental performance and implementing best practice to minimise the environmental impacts of our business.

This policy will be reviewed on an annual basis to ensure its continuing effectiveness. The persons responsible for this policy are Emma Edwards, Director of Operations & Quality and Paul Bolton, Head of Estates.

The policy aims to implement environmental actions within our organisation and monitor our progress. It applies to all employees, contractors, both full and part time. It will be shared with our suppliers and employees to demonstrate leadership and available on our website.

Policy Review Date: October 2025

The Start of our Journey to Net Zero

Our ambition for Net Zero

At Together, we are committed to supporting the government goal of Net Zero by 2050, albeit we openly acknowledge the realistic achievement of this goal is reliant on many factors outside of our immediate control, the most important being advances in technology for carbon capture or sequestration.

While respecting the factors outside of our control, Together are committed to doing everything reasonable and practicable to reach Net Zero no later than 2050. To help support that goal, we have started our journey by engaging with Auditel to help accurately measure our carbon footprint and to set science-based carbon reduction targets. By then embedding the annual process of measure, reduce, verify and report into our organisation, we will drive continuous improvement in our GHG emissions control and reduction.

We recognise that accurate and honest measurement of our baseline carbon emissions and setting of reduction targets using a well-known and respected carbon auditor are the first essential steps in our journey to Net Zero. We believe this provides a transparent, uniform and rigorous approach to emission management, meaning all our stakeholders can trust in the results it reports.



Making low Carbon a way of life

We are always conscious of the environmental impact of our business activities and ensure that we review, monitor and improve the firm's environmental performance over time. Wherever possible we minimise this impact through responsible procurement, consumption and disposal. We minimise our environmental impact through:

- **Staff travel** – we minimise travel and travel-based carbon emissions through video and telephone conferencing wherever possible.
- **Energy consumption** – at next contract renewal date, all our locations where we are responsible for paying for energy will be on renewable energy tariffs. We have installed energy efficient equipment, such as LED lighting, to reduce energy consumption at some locations and this programme will be extended to all properties controlled and managed by Together.
- **Behavioural change** – we will shortly embark on a programme of education to enable our staff to better understand and use heating controls to lower energy consumption.
- **Information** – Promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce.
- **Compliance** – we will comply with all relevant environmental legislation/regulation.



Stakeholder Engagement

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All staff have been made aware of our commitment to reducing our carbon emissions and to engaging with the government's Net Zero target.

We have formed an internal environmental working group headed by Emma Edwards, Director of Operations and Quality. The working group has representation from various relevant departments of the business including Business Development, Quality, Operations, Learning and Development, HR, Finance, IT, Quality, Service User Leadership and Marketing, and is working with Auditel, our Carbon Partner, on our carbon management journey.

We are committed to:

- making our Environmental Policy publicly available and actively communicating it to our employees.
- encouraging environmental awareness.
- engaging with stakeholders on Together's environmental performance and providing transparency through an array of sustainability reports.

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