



Sustainability & Environmental Policy

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The Link Training Academy is a specialist training facility which offers Apprenticeship and Private training in Business, Leadership, Coaching and Health & Social Care for Adults.

www.thelinktraining.org

We recognise that our activities have an impact on the environment in terms of our supply chain, utilities, resources, travel and waste generation. We seek to minimise this as is reasonably practicable.

It is our priority to encourage our customers, suppliers and all business associates to do the same. Not only is this sound commercial sense for all, it is also a matter of delivering on our duty of care towards future generations.

The Link Training Academy is committed to:

- Continual improvement in its environmental and sustainable performance, aiming towards a circular economy.
- ESG compliance by integrating environmental and social considerations into all operations. We aim to maximise public benefit through sustainable procurement and transparent reporting.
- We will measure and monitor our carbon footprint annually, including Scope 1, 2, and 3 emissions. This includes emissions from utilities, travel, supply chain, and digital infrastructure.
- Procurement decisions will consider environmental costs and social value. We will favour suppliers who demonstrate sustainability practices and ESG transparency.
- All staff will receive training on sustainability practices and their role in reducing environmental impact. Learners will be encouraged to participate in sustainability projects and contribute to our green initiatives.
- We will publish an annual sustainability report outlining our performance, targets, and improvements. This report will align with UK SRS and be made available to stakeholders and the public
- Compliance with all environmental legislation, regulations and codes of practice relevant to the industry sectors in which we operate.

It is the policy of The Link Training Academy to:

- Make efficient use of natural resources by conserving energy and water and minimising waste.
- Meet its duty of care requirements in relation to waste by ensuring the safe keeping transportation and subsequent recovery or disposal of waste.
- Apply the principles of continuous improvement in respect of air, water, noise and light pollution from our premises and reduce any impacts from our operations on the environment and local community.
- Keep transport to a minimum and walk where possible

- As far as possible purchase products and services that do the least damage to the environment and encourage others to do the same.
- Assess the environmental impact of any new processes or products we intend to introduce in advance.
- Work with suppliers to ensure they recognise and reduce the environmental impact of their products and transportation.
- Actively promote the use of recycled materials.
- Embed a culture of use, recycle and reuse.
- Convert to a digital format and putting processes in place to support our staff to access digital data.

We will communicate this policy to all our employees and ensure that they are given appropriate training raise awareness of environmental issues. The Link Training Academy will review this policy on an annual basis, considering of any changes within legislation and our organisation and other factors.

The Link Training Academy will make this policy available when requested to interested parties including members of the public.

Last Reviewed: August 2025

Signed: Amanda Lodge- Stewart Date: 21/08/2025

Director – The Link Training Academy Limited

21/08/2025: This policy has been updated to reflect the latest UK sustainability regulations and best practices for further education providers. It incorporates compliance with the Procurement Act 2023, UK Sustainability Reporting Standards (UK SRS), and the Environment Act 2021.