



# Sustainability Policy

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Limitless Employment Foundation is committed to operating in a socially responsible, environmentally sustainable, and economically efficient manner. As a charity that delivers remote employment, mentoring and community-based sports coaching, we recognise our opportunity to minimise environmental impact while maximising positive social outcomes.

## 1. Policy Statement

We aim to integrate sustainability into all aspects of our governance, fundraising and operational activities. The Foundation will seek to reduce waste, conserve resources, and promote responsible behaviours across our workforce, mentors and partners.

## 2. Scope

This policy applies to trustees, employees, disabled sports coaches, mentors, volunteers, contractors and anyone acting on behalf of the Foundation, including those working remotely or within community venues.

## 3. Governance and Responsibilities

Trustees have overall responsibility for ensuring sustainability is embedded within strategy and decision-making. Leadership will implement practical measures and monitor performance. All staff and volunteers share responsibility for supporting sustainable practices in their day-to-day work.

## 4. Environmental Commitment

The Foundation will aim to reduce its environmental footprint by encouraging remote working, minimising travel where possible, using digital communication and documentation, reducing energy consumption, and selecting environmentally responsible suppliers.



## **5. Remote and Digital Working Practices**

Online meetings, mentoring and administration will be prioritised to reduce commuting and emissions. We encourage paperless systems, secure digital storage, and efficient use of technology.

## **6. Community Activities and Travel**

Where in-person activities are necessary, travel will be planned efficiently and sustainable transport options encouraged. Venues that demonstrate safe and sustainable practices will be preferred.

## **7. Procurement and Resource Use**

Goods and services will be sourced responsibly, prioritising ethical suppliers, recycled or recyclable materials, and durable equipment. Waste will be minimised through reuse and recycling.

## **8. Social Sustainability**

Our core mission supports social sustainability by creating inclusive employment opportunities for disabled sports coaches and providing mentoring and skills development that strengthen communities.

## **9. Training and Awareness**

We will promote awareness of sustainability among trustees, staff and volunteers and encourage environmentally responsible behaviours relevant to their roles.

## **10. Monitoring and Continuous Improvement**

Performance will be reviewed regularly and opportunities for improvement identified to reduce environmental impact and increase efficiency.

## **11. Review of Policy**

This Sustainability Policy will be reviewed annually by the Trustees to ensure it remains relevant, effective and aligned with the Foundation's mission and values.



LIMITLESS EMPLOYMENT  
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## **Approval**

Approved by the Board of Trustees, Limitless Employment Foundation.

Review frequency: Annually