



## Dukes Plus Consultancy

# Sustainability Policy

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REVISIONS AND APPROVALS				
REVISIONS	DATE	APPROVAL 1 BY	APPROVAL 2 BY	NEXT REVISION
Revision 1	08.05.2024			June 2025

*This policy is written in conjunction with the Staff Handbook*

## Introduction

At Dukes Education Consultancy, sustainability is integral to our mission, shaping how we operate daily and interact with the world. We are committed to reducing our environmental footprint, supporting sustainable communities, and fostering responsible business practices. This policy outlines our approach to integrating sustainability across all aspects of our operations, from office management and travel to client interactions and procurement.

## Policy Scope

This policy applies to all aspects of our operations and to all staff at Dukes Plus Consultancy, including employees, contractors, interns, and apprentices. Everyone is responsible for upholding our commitment to sustainability, whether at our offices, during travel, or when engaging with clients and partners.

These represent commitments that all staff agree to uphold.

## Sustainable Office Practices

### *Resource Management:*

- Reduce the use of disposable and non-renewable resources, particularly in office supplies.
- Limit the use of printed materials and opt for digital alternatives whenever possible.
- Manage office waste by implementing recycling programs and disposing of waste in an environmentally responsible manner.

### *Staff Facilities:*

- Provide facilities that encourage sustainable practices among staff, including a kitchen equipped for food preparation without single-use plastics.
- Support sustainable commuting by offering showers and bike storage and ensure that our office locations are accessible by public transport.
- Promote hybrid working models to reduce the need for daily commutes.

### *Sustainable Procurement*

- Source materials and services in ways that align with our sustainability goals. This includes choosing suppliers who demonstrate environmental responsibility and opting for products that have minimal environmental impact.
- Reduce the frequency of deliveries to decrease carbon emissions associated with transportation.

## **Client Engagement and Events**

### *Travel and Transport:*

- Encourage clients to travel sustainably by including public transport options in our event invitations and communications.
- Seek sustainable travel options for our staff when attending events and client meetings, prioritising public transport and shared travel solutions over single-person car journeys.

### *Venue Selection:*

- Engage with venues and partners who share our commitment to sustainability. During negotiations, inquire about and prioritise venues with established sustainability practices such as energy efficiency, waste management, and ethical sourcing.

### *Sustainability in Suppliers or Venue Partners*

- Encourage our suppliers and venue partners to adopt sustainable practices in their operations and events. Offer guidance and support for implementing sustainable solutions in their businesses.

## **Implementation and Monitoring**

- Regularly review and update our sustainability practices to ensure they remain effective and reflect the latest environmental standards and innovations.
- Monitor the implementation of this policy through regular sustainability audits and adjust practices as necessary to improve our environmental performance.

## **Conclusion**

Dukes Education Consultancy recognises the importance of sustainability in securing a healthy planet and society for future generations. Through this policy, we commit to continuous improvement in our sustainability practices, ensuring that our operations contribute positively to the world around us.

This comprehensive policy framework not only addresses specific areas like travel and office management but also ensures that sustainability is woven into the very fabric of our organisational culture and business practices.