

Refurbiz Environmental Policy

The activities of Refurbiz are focused on the recycling, refurbishment and reuse of goods, a necessary and vital component of sustainable development within society as a whole. Refurbiz therefore recognises its responsibility as an organisation to operate in a sustainable manner and minimise, in so far as is safe, practicable and compatible with its charitable objects, any adverse environmental impact from its activities.

Refurbiz also recognises its responsibility to conform to any relevant industry codes; to comply, at the earliest opportunity, with all environmental legislation relevant to its activities; and to ensure that its trustees, employees and volunteers are aware of such legislation and Refurbiz's commitment.

Refurbiz will apply the following principles in taking forward this Policy:

- An approach based on **continuous improvement**, taking into account economics, changing technology and new opportunities.
- Focus on the key environmental impacts of Refurbiz, including energy and water use, transport, reuse and recycling, waste management and purchasing policies.
- Recognition that success requires both **leadership** from the top and the wholehearted **participation** of everyone involved in Refurbiz – trustees, staff, and volunteers.
- **Sharing experience.** Refurbiz will work in a spirit of dialogue, recognising that differing individuals and groups have different constraints and priorities. It will share experience with other organisations and publicise what it does.

In order to meet these responsibilities and commitments, Refurbiz will develop and subsequently regularly review this policy, proportionate to the scale of its activities and available resources, covering:

- A simple analysis of the environmental impacts and risks associated with its activities
- The establishment of objectives related to sustainability issues and environmental impacts identified in the analysis, the setting of specific targets aimed at continuous improvement, within the parameters set out in this Policy and the subsequent measurement of performance against these.
- The submission to the Trustees of the Policy for endorsement.
- An annual budget, proportionate to Refurbiz's resources and other commitments, to fund specific sustainability initiatives.
- The allocation of responsibility for activities involved in environmental issues.
 - The Manager is responsible to the Trustees for ensuring the implementation of this Policy.
 - Specific programmes and actions will be delegated to individuals with dates set for the achievement of milestones as appropriate
- The continued monitoring of legislation and maintenance of contacts with relevant authorities.
- A simple programme of awareness raising for all staff and volunteers and the provision of training, instruction, and supervision to those directly involved in the implementation of this policy, as and where necessary. This Policy with details of recycling, energy use and other procedures will form part of the induction of new staff and volunteers.

- The encouragement of all staff and volunteers to play an active part in implementing this Policy, developing new ideas and demonstrating their practicality.
- A periodic review of this Policy and progress in implementing objectives, identifying opportunities for increased sustainability and improved environmental performance in the future. Such a review will be carried out every three years or more frequently, if judged necessary by the Trustees.
- The restatement of this Policy in the light of the review, to ensure that it remains relevant to Refurbiz and is effectively communicated, and the updating of the policy, to incorporate new objectives and priorities.