



Barleybird CIC

Environmental and Ethical Policy

Policy created by:	Nick Saltmarsh (Director)
Signed off by:	Gaina Dunsire (Director)
Policy created:	March 2024
Due for review:	March 2026

Barleybird's work is guided by the principles of agroecology, an holistic and integrated approach that simultaneously applies ecological and social concepts and principles to the design and management of sustainable agriculture and food systems. It seeks to optimize the interactions between plants, animals, humans and the environment while also addressing the need for socially equitable food systems within which people can exercise choice over what they eat and how and where it is produced.

Barleybird recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our strategy and activities, with regular review points. We will encourage all stakeholders to do the same.

Barleybird is firmly committed to following ethical principles in all aspects and activities of the organisation.

The Board of Directors is responsible for ensuring that the Environmental and Ethical Policy is implemented. However, all staff, volunteers and stakeholders have a responsibility in their area to ensure that the aims and objectives of the policy are met.

Policy aims

Barleybird endeavours to:

- Comply with and exceed all relevant regulatory requirements.
- Continually improve and where possible monitor environmental performance.
- Continually improve and reduce environmental impacts.
- Incorporate environmental factors into business decisions.
- Apply high ethical standards to all business decisions and practices
- Increase stakeholder awareness.

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A Community Interest Company registered in England and Wales, company number 14654618

Barleybird seeks to minimise its negative effects on the environment through its activities. We use office space at Hodmedods Ltd, which has its own Environmental Policy which can be viewed on request. The Hodmedod office utilises passive solar energy and buys electricity on a green energy tariff, and which provides recycling services.

Power

We encourage staff, volunteers and stakeholders to conserve energy, purchase energy-efficient equipment, fixtures and fittings, turn off machines and equipment when not in use, and use energy-saving settings on printers, computers, etc.

Water

We prioritise avoiding bottled water and in favour of refillable containers and free drinking water, and encourage staff, volunteers and stakeholders to minimise water use.

Transport

We encourage staff, volunteers and stakeholders to travel by public transport or bicycle where possible, and use low carbon transport for longer distance travel. Hodmedods Ltd has its own Greener Travel Policy which supports Barleybird staff using their premises.

Waste

We minimise waste wherever we can, in line with the waste hierarchy by, for example: Using and promoting sustainable catering that reduces waste and diverts unavoidable waste to the most useful purposes. Reducing resource use by, for example, minimising printing and using double-sided if we need to. Buying and utilising long-use material, instead of single-use options, for example mugs, jugs and glasses rather than plastic cups for meetings. We avoid frivolous resource use such as plastic straws. Reusing resources, for example second-hand furniture, equipment, envelopes and 'scrap' paper. Recycling resources, benefiting from our landlord's thorough recycling service for paper, plastics, and printer cartridges, electrical equipment, furniture, batteries, etc.

Purchasing

We aim to purchase healthy, ethical and sustainable traded food and drink. We will question whether we need some electrical equipment, and purchase energy efficient equipment that has the lowest negative effect on the environment as a priority, wherever possible. We aim to purchase post-consumer waste recycled paper, cardboard, and other stationery wherever possible.

Other activities

We aim to consider and monitor the effects on the environment of all our activities on a regular basis, and minimise any negative effects where possible, and always learn from good ideas and good practice.