<table>
<thead>
<tr>
<th>Strategy Point</th>
<th>Team Member Responsibilities</th>
<th>What needs to be done</th>
</tr>
</thead>
</table>
| **To inspire organisations to reduce their impacts by being the leading authority in sustainable supply chains** | Accountability: **Shaun** Support: **Helen** | • Identify opportunities to showcase knowledge, such as speaking at conferences or contributing to publications/media etc...  
• Consultants to be professionally qualified through CIPS, IEMA or equivalent  
• Consultants to have a personal learning log in Supply Chain School and access 10 resources per annum  
• Other team members to access 6 resources per annum |
| **To be a low carbon business and achieve a year-on-year reduction in our carbon emissions** | Accountability: **James** Support: **Ross** | **Understanding the Business’ Emissions**  
• Annual analysis of carbon emissions by looking at the following for representative month of October through expenses reports:  
  o Consultancy – employee travel  
  o School – employee and delegate travel  
• Flight data assessed by looking at total miles in 1 year and dividing by 12  
**Targets & Offsetting**  
• A year on year 2% reduction in overall carbon emissions for consultancy  
• A year on year 5% reduction in carbon emissions for supply chain school events |
| **To be a fair and inclusive employer** | Accountability: **Tolu**  
**Shaun – pay gap data** Support: **Sarah** | • Publish executive pay gap data  
• Publish gender pay gap data  
• Annual EDI training for all team members  
• Team members to complete FIR e-learning modules  
• Continue commitment to FIR in construction – investigate opportunities to speak at events and **develop/market case studies** to demonstrate benefits |
| **To uphold the highest standards of business ethics** | Accountability: **Liz** Support: **Rosie/Becky** | • Sign up to Living Wage Foundation  
• % of supplier invoices paid in 30 days through analysis of October spend data |
## Sustainability Policy and Strategy

### Aims and Objectives

| To organise all our events to the ISO20121 standard | Accountability: Hilary  
Support: Events team / Ross | • Use of the existing ISO20121 standard questionnaire to ensure sustainability of events |
|---|---|---|
| To add value to the communities we work in **Local Outlook** | Accountability: Paul  
Support: Tolu | • Publicise % of staff who are apprentices  
• Publicise % spend with social enterprises  
• Investigate opportunities to engage with local educational institutions |
| To add value to the communities we work in **Global Outreach** | Accountability: Shaun  
Support: Carol-Ann | • Publish ASCIC accounts  
• Update CIC projects quarterly on AS website  
• Publish global case studies on AS website and [www.iso20400.org](http://www.iso20400.org) |

The policy will be reviewed on an annual basis.

Date of approval: 1st April 2018

Signed  

Ian Heptonstall, Director