

ESG Policy

Approved: November 2022

This policy will be reviewed annually by the Finance and Risk Committee

1. Overview

LHBT works to find innovative and sustainable ways to bring new life to London's historic buildings, supporting local regeneration and helping communities thrive. We deliver successful, high quality, heritage-led projects. We re-use historic architecture throughout Greater London to create sustainable projects, innovative social solutions and cultural benefits for future generations.

- 1.1 LHBT's ESG policy will ensure that its operations and the projects it is involved in will be carried out with a commitment to:
 - 1.1.1 protecting and enhancing the environment by minimising negative impact and maximising positive impact on the environment;
 - 1.1.2 ensuring appropriate conduct towards, positive impact on and good relationships with partners, stakeholders, suppliers and the community in which it operates; and
 - 1.1.3 conducting its business with integrity and high standards of business ethics, through appropriate structures, systems, processes and procedures.

We have identified the following areas where the Trust will make a commitment;

2. Environmental

The base principle of repair and re-use of heritage assets provides a strong foundation to contribute to the reduction of carbon emissions in the UK's building stock. The Trust can further build on this via the following;

2.1 Our Operations (Scope 1 Emissions)

- 2.1.1 Measure, and act to reduce, the carbon footprint of business activities including but not limited to - a move to paperless working, reduction in energy usage and securing of renewable energy contracts at office premises;
- 2.1.2 Focus on action to conserve resources and energy, to minimise emission to air, water and land and to increase recycling rates in office premises and via employees personal actions;
- 2.1.3 Manage waste generated from business operations according to the principles of reduction, re-use and recycling;

- 2.1.4 Take steps to improve environmental efficiency of transport and business travel, including encouraging walking & cycling where possible or whether to avoid travelling and hold certain meetings remotely.

2.2 Our Heritage Projects (Scope 2 Emissions)

- 2.2.1 Follow best relevant best practice guidance from the Heritage Fundⁱ ; Historic Englandⁱⁱ and RIBAⁱⁱⁱ;
- 2.2.2 Include the requirement for a Sustainability Strategy as part of capital project development;
- 2.2.3 Include requirements for Sustainability within Brief's for project consultants;
- 2.2.4 Promote and support the commissioning of an energy audit at the early stages of a project;
- 2.2.5 Incorporate whole life carbon assessments during viability/options appraisal stage;
- 2.2.6 Build decarbonisation measures into Options Appraisals and Conservation Management Plans;
- 2.2.7 Prioritise appropriate energy efficiency improvements in buildings;
- 2.2.8 Promote repair and re-use of building materials where possible to minimise embodied carbon from retrofits, working with contractors and suppliers to ensure whole life cycle carbon considered;
- 2.2.9 Where new development is proposed within a project, promote low carbon construction materials and methods;
- 2.2.10 Where appropriate, seek the replacement of fossil fuel systems within projects and consider on site renewable energy generation;
- 2.2.11 Incorporate energy reduction and efficiency measures into ongoing management & maintenance plans for individual assets;
- 2.2.12 Where appropriate, utilise 'green' lease agreements which promote energy saving measures and data sharing;
- 2.2.13 Promote net biodiversity gain on all projects;
- 2.2.14 Promote and adopt an evidence-based carbon reduction and offsetting plan for each project, with a designated person to deliver the target outcomes;
- 2.2.15 Consider future climate-based risks and resilience measures within Conservation Management Plans, including but not limited to, flooding, temperature increases and other extreme weather events;
- 2.2.16 Keep up to date on emerging policy and guidance produced by Heritage organisations such as Historic England and the National Lottery Heritage Fund.

- 2.2.17 Ensure compliance with environmental requirements within grant applications.
- 2.2.18 Transport – incorporate sustainable travel planning into project development.
- 2.2.19 Provide staff with adequate training.
- 2.2.20 Promote knowledge sharing of case studies and project initiatives within the heritage community and wider stakeholder environment.

2.3 Our Stakeholders and Suppliers (Scope 3 Emissions)

- 2.3.1 Where relevant, engage with occupier & partner stakeholders (such as occupiers, consultants, local community groups, other charities) to develop energy targets for individual buildings; share energy data and share learnings around sustainability measures;
- 2.3.2 Screen new suppliers and consultants for commitments to reducing their environmental impact;
- 2.3.3 Work with existing suppliers and consultants to develop action plans and share data on environmental impact;
- 2.3.4 Commit to promoting environmental principles by sharing experience with relevant regulatory bodies, other charitable bodies, employees and members of the public;

3 Social

Positive social impact is heavily embedded into the Trust's objectives and a central component of our work. The Trust will continue this work via the following commitments;

3.1 Our Operations

- 3.1.1 Maintain an inclusive and collaborative workplace where the wellbeing of employees is a high priority;
- 3.1.2 Promote diversity and inclusion amongst the Trust's workforce;
- 3.1.3 Prohibit any infringement of civil or human rights by the Trust, its officers and employees, and by those in its goods and services supply chains. In particular, by prohibiting any participation in or connection with any modern slavery, child labour or human trafficking;
- 3.1.4 Ensure compliance with workplace health and safety laws and standards, and mitigating risks to health and safety in the workplace.
- 3.1.5 Commit to paying all staff/freelance staff at or above the London living wage

3.2 Our Projects

- 3.2.1 Develop a Social Impact Strategy to support the Trust's ability to deliver on its Strategic Objectives; including the development and delivery of socially positive, fundable projects;
- 3.2.2 Promote craft skills within project development and within project briefs;
- 3.2.3 Provide opportunities for training and development as part of project delivery;
- 3.2.4 Identify opportunities for job creation through projects and project activities;
- 3.2.5 Involve the community in project decision making through project/youth boards;
- 3.2.6 Ensure procurement strategies encourage the use of local suppliers who are aligned with the trust's environmental and social principles;
- 3.2.7 Include a requirement for London Living wage at all levels of project involvement, including securing a commitment from suppliers;
- 3.2.8 Ensure that the wellbeing of people and communities engaged in project activities is considered by all those involved in project delivery.

3.3 Grant Funding

- 3.3.1 Ensure compliance with social impact objectives in grant funding applications.
- 3.3.2 Ensure grant funders align with the Trust's environmental and social principals.

3.4 Investments

- 3.4.1 Commit to any future direct Trust investment being measured against our Social Impact Strategy;
- 3.4.2 Commit to assessing the social and ethical aspects of future investment strategies, ensuring alignment with the Trust's own environmental and social principals.

3.5 Community Engagement

- 3.5.1 Engage the local community via public consultation, open days and general engagement and communication leading to greater awareness and education of heritage issues and opportunities for re-purposing of local buildings.

3.6 Partnerships

- 3.6.1 Work collaboratively with a wide range of partners in a variety of structures to ensure projects deliver best social value to the community.

3.7 Regeneration & Social Cohesion

- 3.7.1 Source and secure ethical public and private investment into our projects to lead to regeneration of historic assets, job creation, increased local spend and boost to the local economy;

3.8 Training

- 3.8.1 Develop and deliver workshops and other training to a variety of stakeholders such as Local Authorities, heritage consultants and the public. Training will incorporate best practice principles of sustainability and conservation in line with current guidance.

3.9 Volunteering

- 3.9.1 Welcome volunteers and offer support and guidance for the development of new skills in a variety of areas of the Trust's work, in line with the LHBT Volunteering Policy.

4 Governance

- 4.1 Ensure that the Trust complies with all applicable local and national laws and regulations, relevant standards and codes of practice relating both generally and in particular to transparency and corporate governance;
- 4.2 Establish clear and effective governance for ESG, promoting the use of best practice on corporate governance when relevant and possible, and setting goals and establishing and reports to its board;
- 4.3 Ensure that the Trust promotes strong oversight and transparency at all levels of its organisation, including appointment of Trustees;
- 4.4 Appoint a trustee responsible for ESG, who will provide oversight to and work collaboratively with trust staff;
- 4.5 Ensure principles are in line with Charities Governance Code;
- 4.6 Seek to remove barriers to participation; reimburse trustees for travel and allow for virtual attendance at meetings;
- 4.7 Address Diversity & Inclusion within Board structures as part of ongoing Governance review processes and trustee recruitment;
- 4.8 Adopt a Safeguarding Policy;
- 4.9 Effectively monitor Trust Risk, through the Finance and Risk committee, reviewing the Trust Risk Register on an annual basis.

5 Measuring and reporting compliance

- 5.1 The appointed Trustee Responsible for ESG will lead on the monitoring of the ESG Policy, in collaboration with Trust staff, and report to the Board on an annual basis.
- 5.2 The Board will monitor and report on the Trust's compliance with this ESG Policy Statement, including:
 - 5.1.1 metrics and methods for measurement, by the Trust, of compliance sufficient to show trends over time and progress against established objectives and
 - 5.1.2 requirements as to reporting to stakeholders on an annual basis on the information derived from that measurement and any disclosures on ESG issues.
- 5.2 The Trust will publish to stakeholders all of those written requirements when they are adopted and whenever they are varied.

ⁱ [Environmental sustainability guidance | The National Lottery Heritage Fund](#)

ⁱⁱ [Sustainability Appraisal and Strategic Environmental Assessment | Historic England](#)

ⁱⁱⁱ [RIBASustainableOutcomesGuide2019pdf \(1\).pdf](#)