

we are
aspire



aspiring for a
**greener
future**

Sustainability Strategy

Aspiring for a greener future

2022 - 2025

Foreword

I'm delighted to publish our first **we are aspre** Sustainability Strategy. It's an evolutionary blueprint for ensuring a sustainable future for our business, our homes, our people and our communities.

Although our homes are the biggest emitter of carbon, and will require significant investment to achieve net zero by 2050, this framework applies across the group to direct the way we operate and who we will work with going forward. Environmental Sustainability will be at the heart of our decision-making, recognising that we face a climate emergency and that the time to take action is now.

We want our residents, learners and colleagues to see the impact we are having on reducing our emissions and creating a more sustainable place to work, learn and live.

Sinéad Butters
Group Chief Executive

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Our vision & values

Building Better Futures by putting People First

Our vision is “Building Better Futures, by putting People First”. We do this by living our values and always striving to work in a smarter, simpler, slicker way.



we are **ambitious**

Challenging ourselves to test the boundaries of conventional thinking and go the extra mile for our customers and communities for results that exceed expectations.

we are **creative**

Looking to improve our solutions and create new original versions with even better outcomes for our customers, partners, colleagues, and communities.

we are **collaborative**

Working together, sharing knowledge, ideas and best practice with a collective passion, energy, and mutual respect – all of which ensures we are Building Better Futures.





Our strategy

Our Ambition

- Through our People First Corporate Strategy we will be “sustainable first” and focus on achieving positive environmental impacts.
- Sustainability is embedded in Principle 2 of the NHF 2020 Code of Governance: Board is required to set ‘financially sustainable plans’ that give consideration to ‘carbon neutrality and environmental sustainability’.
- Our Business Plan funding includes Environmental, Social and Governance (ESG) performance requirements through a Sustainable Loan Framework made up of “Green Spend” and “Social Spend” projects.
- Environmental sustainability is a primary strategic risk on our Corporate Risk Register.
- To reduce our emissions by 78% by 2035 in line with the new Government's new law (2021) and achieve the 2050 net zero carbon emissions is a legal duty, and therefore a regulatory requirement under the Regulator of Social Housing's Governance and Financial Viability Standard.

Alignment

- We will align our approach to the United Nation's 17 Sustainable Development Goals; especially goal 11 to ‘make cities and human settlements inclusive, safe, resilient and sustainable’.
- We will sign-up to and report against the Sustainability Reporting Standard for Social Housing, which was developed by the ESG Social Housing Working Group.
- We will measure our performance against nationally recognised environmental standards, such as SHIFT and consider ISO14001 standard or alternative Environmental Management Systems.

We will regularly:

- Update our intelligence, funding requirements, investment plans, stock option appraisals, and capital delivery programme;
- Assess what is new in terms of innovation, technology, and funding
- Undertake customer and learner engagement on our approach.



Strategic aims

- We will achieve net zero carbon emissions across the group's activities by 2050 and EPC Band C within our housing stock by 2030.
- We will deliver and aim to exceed our ESG funding commitments.
- We will be leaders in delivering environmentally sustainable homes, neighbourhoods and training for green jobs.
- We will resource and restructure the business to deliver our homes, training, and services in an environmentally sustainable way.
- We will develop and monitor progress against a set of SMART performance outcome measures that apply across the group.
- Each team/directorate will measure against an action plan to reduce emissions



people first

Key themes & actions



Our Homes

Existing Homes

- Maximise opportunities to seek government decarbonisation funding
- Decarbonise our homes by improving the average SAP through retrofit, prioritising fabric first, followed by upgrading to low carbon heating systems
- Improve the biodiversity of existing greenspaces

New Homes

- Build net zero homes with an EPC 'A' rating
- Provide more green spaces, widen range of sustainable transport choices
- Move ahead of the timetable for future homes standards
- Offset residual emissions through energy generation

Our People & Communities

Customers

- Engage meaningfully on the journey to net zero carbon supporting customers actively and passively to save energy, money and recycle more to reduce the environmental impact.
- We will engage with our Community green champions

Partnerships

- Collaborate and develop partnerships to overcome the challenges to net zero and take learning from recognised thought leaders

Jobs

- Invest in green jobs within the group
- Develop the capacity of Achieve Training to provide learners with the skills for green jobs of the future

Our Business

Leadership and People

- Expect our leaders and colleagues to demonstrate sustainable business practices and behaviours and including our fleet and colleagues moving to e-cars and the structure required
- Invest in our understanding and monitoring to a range of recognised environmental standards to measure our impact
- Raise the green awareness of our customers, learners and colleagues through our Green Champions network
- Strengthen the skills, expertise, and capabilities within the business

Supply Chain

- Require our supply chain to share our sustainability values and standards through procurement

Workspaces

- Create environmentally sustainable and healthy workspaces and practices for colleagues and learners

Supporting strategies

Linked strategies that show our commitment to reducing our impact on the environment.

- Corporate Strategy
- Development Strategy
- Asset Management - new version coming 2022
- Neighbourhood plans - Spring 2022
- Future of Work strategy
- Older person strategy
- Achieve Training Strategy
- Value for money strategy

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