

Environmental Social Governance (ESG) Policy

Summary

DEBRA is committed to integrating Environmental, Social, and Governance (ESG) principles into all aspects of our work. Our ESG framework is designed to:

- Minimise environmental impact across our estate and operations.
- Promote a safe, inclusive, and supportive workplace for staff and volunteers.
- Foster positive relationships with communities and stakeholders.
- Uphold strong governance standards and transparent decision-making.

Each year, the Senior Leadership Team (SLT), in collaboration with the Board, will review the ESG Action Plan to ensure it remains relevant and drive continuous improvement.

Document control

Author: Liz Darke

Job title: Head of Estates and Safety

Policy reference: GOV/0015/2025/12/15/V4

Sign off Authority: Board

Version: 4

Date: November 2025

Review date: November 2026

Table of contents

Purpose	3
Related documents	3
Responsibilities	3
Aims and Objectives	4
Action plan	5
Sign-off	6
Appendices	7

Purpose

As a core principle, DEBRA embraces sustainable development—meeting present needs without compromising future generations. Environmental stewardship and social responsibility are integral to this commitment.

We aim to comply with relevant laws and regulations and promote best practices in areas such as environmental protection, public health and safety, human rights, anti-bribery and corruption, labour standards, and anti-slavery practices.

Related Documents

- [Bribery Prevention Policy](#)
- [Compliments & Complaints Policy](#)
- [Charity Governance Code for Large Charities](#)
- [Equality Diversity Inclusion Policy](#)
- [ESOS Report](#)
- [Financial Regulations Policy](#)
- [GDPR Policy](#)
- [Home and Agile Working Policy](#)
- [Modern Slavery Policy](#)
- [Procurement Handbook](#)
- [Professional Boundaries Policy](#)
- [Recruitment and Selection Policy](#)
- [Risk register](#)
- [Safeguarding Policy](#)
- [Scheme of Delegation](#)
- [Sexual Harassment Policy](#)
- [Zero Tolerance Policy](#)
- [Appendix - ESG action plan - progress](#)

Responsibilities

All DEBRA employees and volunteers have a responsibility to work towards meeting the aims and objectives of this policy. Due to the nature of our work, this policy will be implemented in diverse ways and to different degrees within our directorates.

Aims & Objectives

DEBRA's ESG aims and objectives are aligned with the United Nations Sustainable Development Goals (SDG). This recognises how we can all contribute to achieve global goals. To make a positive and sustainable impact on global objectives our aims and objectives must be realistic and financially viable.

Environmental Reduce climate impact, conserve resources, implement sustainable working practices.	Social Create a culture that positively impacts wellbeing.	Governance Maintain a robust and agile structure across the charity.
<ul style="list-style-type: none"> • E1) Manage consumable sustainably • E2) Reduce energy usage • E3) Manage waste ecologically 	<ul style="list-style-type: none"> • S1) Monitor pay and conditions • S2) Manage our impact and wider collaborations • S3) Ensure equality in the workplace 	<ul style="list-style-type: none"> • G1) Manage governance compliance and policies • G2) Monitor and manage risk • G3) Ensure ethical working practices

We are committed to:

Environment

- Manage consumables sustainably – we will reduce our use of consumables (paper, ink etc) and make 'more environmentally friendly' choices where possible.
- Reduce energy consumption – electricity, gas and water are responsibly sourced and used.
- Manage waste ecologically reduce our general waste and increase the amount we recycle by using a reduce, reuse, recycle approach.

Social

- Monitors pay and conditions – we are committed to a positive culture and excellent working conditions; we value our colleagues and ensure fair pay.
- Manage our impact and wider and collaborations – we strive to make a positive impact through collaboration within our organisation and with the wider community.
- Ensure equality in the workplace– we actively promote inclusivity within our organisation and in our broader engagement.

Governance

- Manage governance, compliance and policies – we comply with local, national, and charitable laws and regulations.
- Monitor and manage risk – we monitor, review, and mitigate against identified risks.
- Ensure ethical working practice – we uphold ethical standards in all interactions with internal and external stakeholders.

Action Plan

Our action plan details how we will meet and measure the delivery of our objectives. This is a technologically and legally evolving area, therefore our plan will be reviewed annually with this policy. Financial viability must be at the fore front of our plans to ensure we can meet our charitable objectives.

Abbreviations

EDI Equality Diversity & Inclusion

ESG Environmental, Social and Governance

ESOS Energy Savings Opportunity Scheme

GDPR General Data Protection Regulation

SLT Senior Leadership Team

Sign-off

Name	Date	Signature
Board	19 th November 2025	

See meeting minutes

Appendix ESG Action Plan

Environment

Ref	ESG Label	Category	Objective	Detail / How 2025
E1	Environment	Manage consumables sustainably	We will reduce our use of consumables and make 'greener' choices where possible.	Reduce printing by 5%
				Continue to use recycled or FSC paper - maintain + - 2%
				Annual of cleaning products to consider environmentally friendly cleaning products
				Use greener packing materials increase use of recycled products by 5% - shredding project
				Maintain levels of staff travel +-2%
				Maintain mileage driven by DEBRA vans +-2%
E2	Environment	Reduce energy usage	Energy (electricity, gas, fuel) is responsibly sourced and used.	We will purchase 'green' energy and A+ rated equipment when it is economically viable to do so.
				Convert 10% of the retail estate to LED lighting to reduce consumption
				Maintain water consumption at current rate +-2%
E3	Environment	Manage waste ecologically	Reduce our general waste and increase the amount recycled, by using reduce, recycle, reuse approach	Increase recycled waste by 5%
				Complete 1 waste audit per area to understand and reduce general waste (for new supplier 2026)
				Maintain the level of textiles going to rag +-2%

Social

Ref	ESG Label	Category	Objective	Detail / How 2025
S1	Social	Monitor Pay and conditions	Colleagues are valued, demonstrated by our commitment to fair pay, a positive culture and excellent working conditions.	Feedback analysed from the annual colleagues via Engagement Survey on culture & benefits and action taken. Reported to People Committee number of colleagues completing survey maintains +-5%
				Debra colleagues recognition awards granted annually level maintained
				Average completion rate of e-learning in % maintain
				Reward strategy in place, 'colleague benefits platform' and inuse, 5% of colleagues use per year.
				Employee contracts and pay are reviewed to ensure they remain fit for purpose. Signed off by REMCO (contracts every 3 years salary annually)
S2	Social	Manage our impact and wider collaboration	To make a positive impact by collaborating with other organisations and the wider community.	Listening Forums are held annually
				Retail embedded in the community, proof of concept completed and reported to SLT
				Number of member events completed each year is maintained +-5% and reported to SLT
S3	Social	Ensure Equality in the Workplace	We actively foster an inclusive community both within our organisation and in our wider engagement.	EDI metrics are reviewed annually for colleagues, volunteers & Members and action taken where necessary and reported to People Committee
				Training on EDI completed annually - 100% completion rate
				Recruitment policy reviewed annually
				Disability confident employer accreditation maintained ?? Is this annual

Governance

Ref	ESG Label	Category	Objective	Detail / How 2025
G1	Governance	Manage governance compliance and policies	Comply with local , national corporate and charitable laws and regulations	Governance audit included in schedule of internal audits completed and actioned every 3 years and reported to FRA
				Policies & committee ToR reviewed annually.
				Training completed and guidance document reviewed by Governing body and regularly reviewed - Reported to Board
				All meetings and committees within the structure are completed, annually.
G2	Governance	Monitor and manage risk	Monitor, review and mitigate against identified risk.	Risk Register in place and regularly reviewed SLT monthly & FRA quarterly
GS	Governance	Ensure ethical working practices	Ensure we work ethically with internal and external stakeholders	Bribery & Modern Slavery policies, reviewed annually
				DEBRA values reviewed every 5 years and signed off by board