Julie Haywood
COMMUNITY VENTURES LTD

Environmental, Social and Governance (ESG) Policy

October 2026

Version FINAL	**Next Review Date: October 2027**
Title:	**Environmental, Social and Governance (ESG) Policy**
Author:	**Policy Assistant**
Applicability:	**All Managing Partners, employees, subcontractors, and associates working for or on behalf of Julie Haywood Community Ventures**

This policy will be reviewed once a year at a minimum.

Environmental, Social and Governance (ESG) Policy

Introduction

Julie Haywood Community Ventures Ltd is committed to conducting its business responsibly, ethically, and sustainably. This Environmental, Social and Governance (ESG) Policy sets out how we integrate environmental stewardship, social responsibility, and good governance into our operations, decision-making, and relationships with clients, partners, and communities.

Our ESG approach is proportionate to our size and consultancy role but underpinned by strong values, accountability, and continuous improvement.

Scope

This policy applies to:

- All internal operations of Julie Haywood Community Ventures Ltd
- All work undertaken on behalf of clients
- All Managing Partners, employees, subcontractors, and associates

ESG considerations are integral to how we design, deliver, and evaluate our consultancy services.

Our ESG Principles

Julie Haywood Community Ventures Ltd is committed to:

- Acting with integrity and transparency
- Minimising environmental impact wherever possible
- Respecting human rights, equality, and diversity
- Supporting wellbeing, inclusion, and social value
- Maintaining strong governance, accountability, and ethical standards
- Working in partnership to deliver meaningful, sustainable outcomes

Our Responsibilities

Environmental Responsibility (E)

We recognise our responsibility to limit environmental impact and support sustainable practices.

Julie Haywood Community Ventures Ltd will:

- Seek to minimise carbon emissions associated with travel by:
  - Promoting remote working and virtual meetings
  - Using public transport where feasible
  - Planning travel efficiently and avoiding unnecessary journeys
- Reduce resource consumption by:
  - Minimising paper use
  - Using digital tools and secure electronic record-keeping
- Use suppliers and partners who demonstrate responsible environmental practices where reasonably practicable
- Encourage environmental awareness among staff and associates
- Comply with all applicable environmental legislation and standards

As a small consultancy, we focus on practical, achievable actions that deliver real impact rather than carbon-intensive offset schemes.

Our current estimated carbon footprint is ~1,300 kg CO_2e

Over the next 12 months we will:

- Reduce unnecessary business travel by using online meetings where appropriate.
- Prioritise rail travel over car travel for suitable longer journeys.

- Combine meetings and appointments where possible to reduce mileage.
- Continue working primarily from home, avoiding unnecessary office-related energy and travel.
- Use energy-efficient IT equipment and switch equipment off when not in use.
- Minimise printing and unnecessary purchasing.
- Review our carbon footprint annually and use the results to identify further reductions.

Reduction target

We will aim to reduce our annual business carbon footprint by **at least 10% over the next year**, reducing the estimated footprint from approximately **1.3 tonnes CO_2e to below 1.2 tonnes CO_2e**.

We will review this target annually and increase my ambition as the business develops and more accurate data becomes available.

Social Responsibility (S)

Our work is rooted in improving outcomes for people and communities, particularly within health and care systems.

Julie Haywood Community Ventures Ltd is committed to:

- Equality, Diversity and Inclusion
  - Providing equal opportunities regardless of age, disability, gender, race, religion or belief, sexual orientation, or background
  - Challenging discrimination and promoting inclusive ways of working
  - Support diverse participation in health and care improvement work
  - Ensuring our policies and behaviours reflect fairness, dignity, and respect
- Safeguarding and Wellbeing
  - Upholding the highest safeguarding standards for children and adults
  - Maintaining a culture of vigilance and professional curiosity
  - Supporting staff/associates to raise concerns safely and without fear of reprisal
  - Promoting safe, healthy, and respectful working environments
- Ethical Client and Stakeholder Engagement
  - Valuing lived experience and diverse perspectives
  - Working collaboratively with communities, practitioners, and systems
  - Acting honestly and transparently in all professional relationships
  - Amplifying under-represented voices in system transformation
  - Accessible and inclusive stakeholder engagement methods
- Workforce and Associate Responsibility
  - Treating employees, subcontractors, and associates fairly and ethically

- Supporting professional development and reflective practice
- Ensuring expectations are clear, proportionate, and aligned with our values

Governance and Ethical Practice (G)

Strong governance underpins our ESG commitments and ensures trust, accountability, and sustainability.

Julie Haywood Community Ventures Ltd will:

- Maintain robust governance arrangements appropriate to the size and nature of the organisation
- Uphold clear roles, responsibilities, and decision-making authority
- Comply with all relevant legal, regulatory, and contractual obligations
- Encourage ethical leadership and accountability at all levels

Integrating ESG into Our Work

ESG considerations will be embedded across Julie Haywood Community Ventures Ltd's work by:

- Reflecting ESG principles in project design and delivery
- Supporting clients to consider environmental sustainability, social value, and governance impact where relevant
- Consultancy focused on improving health and care systems
- Inclusive engagement with lived experience
- Avoiding work where value-alignment or ethical concerns cannot be appropriately mitigated
- Continuously learning from feedback, evaluation, and professional reflection

Julie Haywood Community Ventures Ltd's ESG Policy is aligned with the NHS Social Value Model, particularly in relation to wellbeing, equality of opportunity, ethical governance, and sustainability. Our approach also supports key UN Sustainable Development Goals, including SDG 3 (Good Health and Wellbeing), SDG 10 (Reduced Inequalities), SDG 16 (Peace, Justice and Strong Institutions), and SDG 17 (Partnerships for the Goals). As a health and care consultancy, our social value is delivered primarily through ethical system improvement, strong governance, inclusive engagement, and proportionate environmental responsibility.

Roles and Responsibilities

Directors and staff will

- Provide leadership and oversight of ESG commitments
- Ensure policies are implemented, monitored, and reviewed
- Promote a culture aligned with ESG values

Employees, Subcontractors, and Associates

- Act in accordance with this policy
- Consider ESG impacts in day-to-day work
- Raise concerns, risks, or opportunities for improvement
- Support ethical, inclusive, and sustainable practices

Monitoring and Review

ESG performance and learning will be reviewed annually as part of governance arrangements.

This policy will be reviewed at least once a year or earlier if:

- Legislation changes
- Organisational activity changes significantly
- Learning or issues indicate a need to strengthen arrangements

Conclusion

Julie Haywood Community Ventures Ltd believes that responsible, ethical, and sustainable practice is fundamental to delivering high-quality consultancy support in health and care systems. Our ESG commitments reflect our values, our professional responsibilities, and our aspiration to create positive impact for people, communities, and the systems we support.

Julie Haywood Community Ventures
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