

Environmental, Social & Governance Policy

Policy owner

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Version number 0.1

Published date

01/08/2024

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Owning department

Engineering and Supply

Applicability

All RNLI staff, volunteers, partners, and those working and volunteering on our behalf.

Background of Policy

Society and the public expect organisations to deliver and demonstrate positive environmental and social governance credentials and impacts, and the public often hold charities to a higher moral code than businesses. Our own people, staff, volunteers, and supporters also want to work for and support a RNLI that strives to become more sustainable and resilient, saving lives for generations to come.

Objective of Policy

This policy aims to support the RNLI to become more sustainable for the future.

Environmental and Social Governance (ESG) is the framework for how the RNLI intends to plan for, deliver and report on improved sustainability of OUR future.

Policy Introduction

The RNLI is dedicated to saving lives at sea. As an organisation committed to this mission, we recognise our responsibility to operate sustainably, support our communities, and maintain high standards of governance. This ESG Policy outlines our commitment to environmental stewardship, social responsibility, and sound governance practices.

Policy

Our mission is to Save Every One.

The RNLI is committed to integrating Environmental and Social Governance (ESG) principles into the development and delivery of a more sustainable, resilient, and future-fit lifesaving service.

1. Our Social responsibilities

Our People's Safety and Well-being

- 1.1 Keeping our people safe is at the heart of what we do.
- 1.2 Through our safety management system, we will ensure the safety and wellbeing of our people is paramount.
- 1.3 We will provide training, development, and mental health resources to support our people's well-being.

Community Engagement

- 1.4 We will engage and listen to our volunteers, staff, supporters, and partners.
- 1.5 We will promote equity through our water safety plans and international work in accessing our educational, advocacy and lifesaving services.
- 1.6 We will foster strong relationships with coastal communities and stakeholders.

Equity, Diversity, and Inclusion (EDI)

- 1.7 Through implementation of our EDI plan, we will ensure a safe, inclusive, and supportive environment.
- 1.8 We will stimulate and support diversity and inclusion within our people and implement policies and practices to encourage involvement of underrepresented groups.

2. Environmental Stewardship

Climate Change Resilience

- 2.1 Through Implementation of our Climate Change Adaptation Management Plan, we will seek to increase our resilience to climate change impacts across all our communities and activities.
- 2.2 We will proactively work with other organisations to continuously grow our intelligence around climate change impacts, hazards, and risks, both domestically and globally.
- 2.3 We will use relevant intelligence to inform our short-, medium- and longer-term planning and decision making.

Sustainable Decarbonisation

- 2.4 Through implementation of our Sustainable Decarbonisation Plan, we will sustainably decarbonise our activities to achieve our Zero Carbon by 2050 ambition.
- 2.5 We will seek to self-generate and/or or procure renewable energy at all our sites, where practicable and cost effective.

- 2.6 We will transition from the use of fossil-based fuels to lower carbon and more sustainable fuels or forms of asset and vehicle propulsion, where and when it is technically, practically, and economically viable.
- 2.7 The RNLI will not use core funds to buy carbon offsets.

Resource efficiency and effective waste management

- 2.8 Through implementation of our waste-management plan we will achieve our Zero Waste-To-Landfill by 2030 ambition.
- 2.9 Through commitment to applying the Waste Hierarchy we will implement practices and decision making to eliminate and minimise waste and increase reuse and recycling.
- 2.10 We will promote being efficient and effective with the use of all resources and encourage the use of renewable resources as an alternative, where viable.
- 2.11 We will proactively explore and pursue opportunities to implement Circularity and to evolve our planning and decision making to encompass this approach where relevant.

Thriving environment on land and in water

- 2.12 Through implementation of our Environmental Management Policy, we will proactively reduce our negative environmental impacts and increase and enhance our positive impacts.
- 2.13 We will understand our locations environmental hazards and relevant risks and implement proportionate actions to eliminate or reduce our risk of causing environmental pollution.
- 2.14 We will protect and maintain the land and water habitats and species biodiversity under our control and seek to positively influence enhancement of them where practical and viable.

3. Governance

Ethical conduct

- 3.1 We will integrate the accountability and responsibility requirements to apply the commitments in this policy into the RNLI governance structure, system, and processes.
- 3.2 We will uphold the highest standards of integrity and ethical behaviour in all our operations following the Charity Governance Code.
- 3.3 We will Integrate ESG into the RNLI governance structure including executive sponsorship.
- 3.4 We will report our progress towards achieving the ESG Policy commitments honestly and transparently.

Compliance and risk management

- 3.5 Through implementation of our risk, compliance and policy management and implementation processes, we will comply with all relevant legislation, regulations, and standards in each jurisdiction of operation.
- 3.6 We will identify, manage, and periodically review risks associated with our activities, ensuring the safety, security and wellbeing of our people, sustainable operability of our assets and the minimisation of our negative impacts on the environment.

4. Our Supporter's Money

- 4.1 We will be transparent in raising and spending our donor's money wisely.
- 4.2 Through our donations acceptance policy, we will accept donations and have partnerships with the best interests for our charity and in accordance with our due diligence.
- 4.3 Through development and implementation of our procurement policies and processes we will actively monitor and manage our supplier's obligations in relation to relevant social and environmental impacts.
- 4.4 We will seek to understand our financial investment and decision making on a sustainable 'avoid, benefit, and contribute' criteria.

Implementation and Review

- 4.5 We will adopt and use globally accepted criteria for sustainability data collection and standards of reporting where relevant and appropriate.
- 4.6 We will ensure that key stakeholders have necessary expertise to assess and address ESG issues effectively according to the responsibilities below.
- 4.7 We will regularly assess and update ESG related policies and practices and encourage a culture of continuous improvement and adaptability.

Definitions

Environmental Sustainability - is the ability to maintain an ecological balance in our planet's natural environment and conserve natural resources to support the well-being of current and future generations.

Social Sustainability - is about identifying and managing organisations impacts, both positive and negative, on people and communities. The quality of an organisation's relationships and engagement with stakeholders is critical.

Economic Sustainability - Refers to practices that support long term economic ability to meet defined needs without negatively impacting social, environmental, and cultural aspects of the communities we serve.

Governance – The setting of accountabilities, responsibilities, and standards of delivery at each level of decision making and assurance that all requirements have been met.

Appendices

Responsibilities

Who	Responsibility
Staff and volunteers	<p>Complying with the requirements of this policy. Ensuring they follow any related procedures and guidance associated with this policy. Ensuring contractors and partners working on behalf of the RNLI are aware of and adhere to, the relevant requirements of this policy. Raising any ESG related issues or concerns with their line manager.</p>
Managers	<p>Ensuring that all staff and volunteers are aware of and comply with, the requirements of this policy and integrate into daily activities. Ensuring appropriate procedures and guidance are in place to enable staff and volunteers to comply with the requirements of this policy. Ensuring contractors and Partners working on behalf of the RNLI, are aware of the relevant requirements of this policy. Ensuring all staff, volunteers and are aware of their responsibilities and are appropriately trained. Ensuring staff and volunteers are enabled to submit ideas for improvements.</p>
Heads of Department/ Region and Executive	<p>RNLI's leadership team is responsible for implementing this policy and ensuring it is integrated into our strategic planning, and strategic direction.</p>
Compliance Duty Holder	<p>Assuring that the requirements of this policy are adhered to.</p>
Trustees	<p>RNLI's trustees will fulfil their stewardship role by having relevant expertise and context to guide and challenge the Policy Holder.</p>

Reference documents

- [Global Reporting Initiative \(GRI\)](#)
- [Charity Governance Code 1.5.3](#)

Related Policies, Procedures and Guidance

- [Environmental Management Policy](#)
- [Safety Policy](#)
- [Equality Diversity and Inclusion Policy](#)
- [Donations acceptance Policy](#)
- [Compliance and Risk Management Policy](#)
- [Procurement Policy](#)
- [Standing Financial Instructions](#)
- Statement of Investment Policy – Please contact the Finance Team

Policy approved

Review information

Next review date
01/08/2027

Amendment history

Date	Version	Author/Contributor	Amendment details

Review frequency
3 years

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