



HARBOUR

Sustainability Policy

Policy Owner	Director of Group Operations
Document Author(s)	Group Business Support Manager / Sustainability Group
Approved By	Harbour Homes Board
Date approved	April 2025
Next Review Date	March 2028
Review Cycle	3 years
Communication & Training Methods	This policy will be communicated and shared through appropriate channels including discussion by all managers at team meetings. Key stakeholders of this policy are - • All Harbour Boards • Group Leadership Team • All Managers • All staff No training is required in relation to this policy.
Is a mandatory read required?	NO
Does this policy require to go on the website?	NO
Who does this policy apply to eg GROUP or ENTITY NAME(S) NB if not all, check there is a separate policy in place	GROUP
The Policy has a direct link to the following Harbour policies and procedures If there are separate procedures which require to be attached to the policy in Doctract, please ensure these are reviewed at the same time and also provided.	• Group Strategic Plan 2025-28 • Harbour Connections Business Plan 2025-28 • Harbour Lettings Business Plan 2025-28 • Harbour Muli Trades Business Plan 2025-28 • Harbour Homes Business Plan 2025-28 • Sustainability Delivery Plan

	• Assets Plan • Harbour Home Standard • Procurement Plan
This policy complies with the requirements of these legal and/or regulatory documents	N/A
Equality & Diversity Impact (EI) Assessment Status	This document was EDI Assessed by Tina Bell, Group Business Support Manager and John Murray, Placemaking Manager using the organisation's set procedure in April 2025 and is considered to be free of anything which may lead to any unfair discrimination in its application. EI Assessment records are held by the Business Support team and can be accessed on request to the Group Business Support Manager.
Data Protection Considerations	Our policies and procedures foster an approach of 'data protection by design and by default' In practice it means that our policies and procedures consider data protection issues, ie how to protect the data subject served by the policy or procedure; New systems, services, products and business practices involving personal data are designed and implemented to ensure personal data is protected by default; Data protection principles and safeguarding of individuals' rights are clear in the policy or procedure; And that if the policy or procedure aims to provide service to vulnerable groups (eg children) that the personal data is treated with extra protection.

1.	INTRODUCTION
1.1	The purpose of this document is to lay down Harbour Homes Group (Harbour) Sustainability Policy.
2.	POLICY STATEMENT
2.1	Harbour’s policy is to embed sustainability across all of its operations and activities, with the intention of improving performance and ensuring the delivery of direct social, environmental and economic benefits to its customers and the wider community. Harbour is committing to a programme of investment over the next 30 years to increase the sustainability of its housing and other assets and make improvements to the wider built and natural environment.
3.	RESPONSIBILITIES UNDER THE POLICY
3.1	The Harbour Homes Board will have responsibility for approving this policy, in accordance with the established Scheme of Delegation. All Harbour Boards will have a strategic overview of this policy.
3.2	Managers will have day-to-day operational responsibility for the implementation of this Sustainability Policy, supported by staff members as appropriate.
3.3	Group Leadership Team (GLT) will have responsibility for the annual review of the associated Sustainability Delivery Plan.
4.	POLICY FRAMEWORK
4.1	Harbour’s Sustainability Policy is underpinned by the following commitments:
4.1.1	To adopt the principle of “meeting the needs of the present without compromising the ability of future generations to meet their own needs” (United Nations Brundtland Commission 1987).
4.1.2	To develop Harbour’s role as a community anchor organisation with a more holistic impact upon the communities it serves. This includes establishing Harbour as a leader in sustainability.
4.1.3	To place the needs of tenants, communities and other stakeholders at the heart of all we do, including involving them in key decisions.
4.1.4	To use placemaking (collaborative efforts to improve social, economic and environmental condition of the areas where it works) as a means of creating sustainable communities.
4.1.5	To ensure that the transition to net zero across our housing stock reduces fuel poverty and creates energy efficient homes for the future that are warmer, greener and cheaper to run, improving the quality of life for residents.
4.1.6	To create safe and healthy environments for our residents, staff, contractors and the wider community by reducing the exposure to pollutants, toxic materials and harmful organisms.
4.1.7	To enhance biodiversity by maintaining and improving natural habitats through appropriate design, specification of materials, planting and water use.
4.1.8	To use the procurement process to work with partners, contractors and suppliers to identify ways to reduce our environmental impact.
4.1.9	To contribute to the achievement of local, national and international sustainability targets.
5	Further guidelines

5.1	Sustainability is embedded within all the strategic goals in Harbour's Group Strategic Plan 2028-2025, under the four key themes of: • Customer • Communities • Colleagues • Company	
5.2	To support this, the Group has a specific Sustainability Delivery Plan containing a range of measurable objectives linked to this policy. The plan is reviewed annually by GLT.	
5.3	This policy is directly linked to: • Sustainability Delivery Plan • Harbour Group Strategic Plan 2025-28	
5.4	Sustainability is embedded across all Harbour's operations. This policy is therefore linked to the majority of the Group's policies and procedures, most significantly: • Asset Management Plan • Harbour Home Standard • POLHA New Build Design Guide • Procurement Policy • Procurement Strategy • Harbour Connections Business Plan	
5.5	The key metric for evaluating the effectiveness of this policy will be through quarterly evaluation of the measurables in the Sustainability Delivery Plan. The plan is owned by the Director of Group Operations and will be reviewed by GLT.	