

1 Purpose

- 1.1 This policy demonstrates how CHG shall be environmentally aware, operate in a socially beneficial way, and adhere to good standards of corporate governance.

2 Policy Statement

- 2.1 As a significant recipient of public funds, CHG has an implied (and sometimes explicit) obligation to demonstrate that its environmental, social and governance conduct. The purpose of demonstrating ESG conduct may be for the reputational benefit of CHG itself, the wider reputational benefit of the social housing sector, or for the benefit of assisting external bodies that CHG is associated with (to demonstrate their own ESG credentials). CHG shall embed ESG matters in various other policy documents, and as such, this policy presents a summary of a corporate wide approach, and signpost where specific information shall be documented.

3 Environmental Considerations

- 3.1 Types of environmental matters that CHG shall address:
- 3.1.1 Climate Change: addressing greenhouse gas emissions, transitioning to renewable energy, and developing strategies for climate resilience.
 - 3.1.2 Resource Management: Implementing policies for water conservation, waste reduction, and sustainable sourcing of materials.
 - 3.1.3 Environmental Impact: Assessing and mitigating the environmental impact of operations, including pollution prevention and sustainable supply chain practices.
 - 3.1.4 Sustainability Reporting: Establishing clear reporting frameworks to track environmental performance and consider disclosing relevant information to stakeholders.
- 3.2 CHG shall adopt an Environmental Policy to support objectives. It shall also recognise in its Property Maintenance Policy the role property investment can play in improving environmental factors in homes, whilst also helping with fuel poverty.

4 Social Considerations:

- 4.1 Types of social value matters that CHG shall address:
- 4.1.1 Human Rights: ensuring respect for human rights throughout the organization's operations and supply chain, including employment standards and fair working conditions.
 - 4.1.2 Diversity and Inclusion: Promoting diversity and inclusion in the workplace and fostering a culture of respect and fairness.
 - 4.1.3 Community Engagement: engaging with local communities, supporting community initiatives, and addressing social issues that impact the organization's operations.
 - 4.1.4 Health and Safety: Prioritizing the health and safety of employees, customers, and the wider community.

- 4.2 CHG shall adopt a Health and Safety Policy, and ED&I Policy, and a Tenant Engagement Policy. It shall also adopt a number of policies that are specifically aimed at supporting vulnerable tenants and their household. A suite of employment policies are also maintained that aim to support and retain staff.
- 4.3 The output from these policies shall be used in annual reports to stakeholders, and tenant newsletters.

5 Governance Considerations

- 5.1 Types of governance matters that CHG shall address:
- 5.1.1 Corporate Governance: establishing strong governance structures, including board oversight, ethical leadership, and transparent decision-making processes.
 - 5.1.2 Transparency and Accountability: ensuring transparency in reporting, disclosing key information to stakeholders, and holding leaders accountable for ESG performance.
 - 5.1.3 Risk Management: identifying and managing ESG-related risks, including those related to climate change, social issues, and governance failures.
 - 5.1.4 Ethical Conduct: promoting ethical business practices, including anti-corruption measures and fair competition.
- 5.2 CHG shall adopt Standing Orders, Financial Regulations, Risk Management Framework, and a Code of Conduct to support its good governance objectives. Information to stakeholders shall be disclosed under annual reporting obligations.

6 Responsibilities

- 6.1 The Chief Executive shall be responsible for ensuring requirements of each policy are fulfilled.

7 Performance, Monitoring and Evaluation

- 7.1 Reporting requirements under the various policies, and annual reports to stakeholders, including the publication of a social impact report
- 7.2 This policy will be subject to review no later than three years from the date of approval, or sooner if a substantial change in circumstances requires.