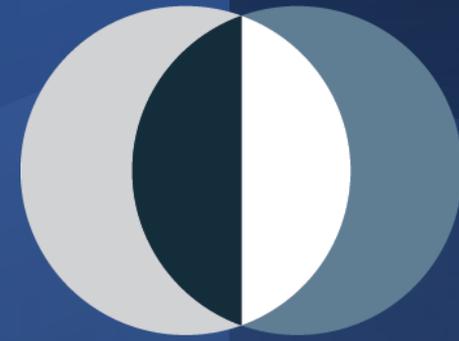




B E R K H A M S T E D

— 1541 —



orbis

Berkhamsted's Sustainability Journey

—

Community Input

Why we need your insight



BERKHAMSTED
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Berkhamsted Schools Group is currently developing an ESG strategy, and we want the local community to have a say in what is important as this will provide us with a better understanding of the Environmental, Social and Governance aspects that are important within Berkhamsted.

- We want local community members in Berkhamsted to fill out the accompanying questionnaire asking to rank various ESG topics that Berkhamsted Schools Group should focus on.
- We will use the responses to plan out how to best incorporate the Environmental, Social and Governance aspects into Berkhamsted Schools Group's ESG strategy.

The following slides provide more information about what ESG means, why it is important to us, why involving the local community is also important and a high-level overview of the topics covered by the questionnaire.



What is ESG?



Environmental, Social and Governance Aspects

S = Social

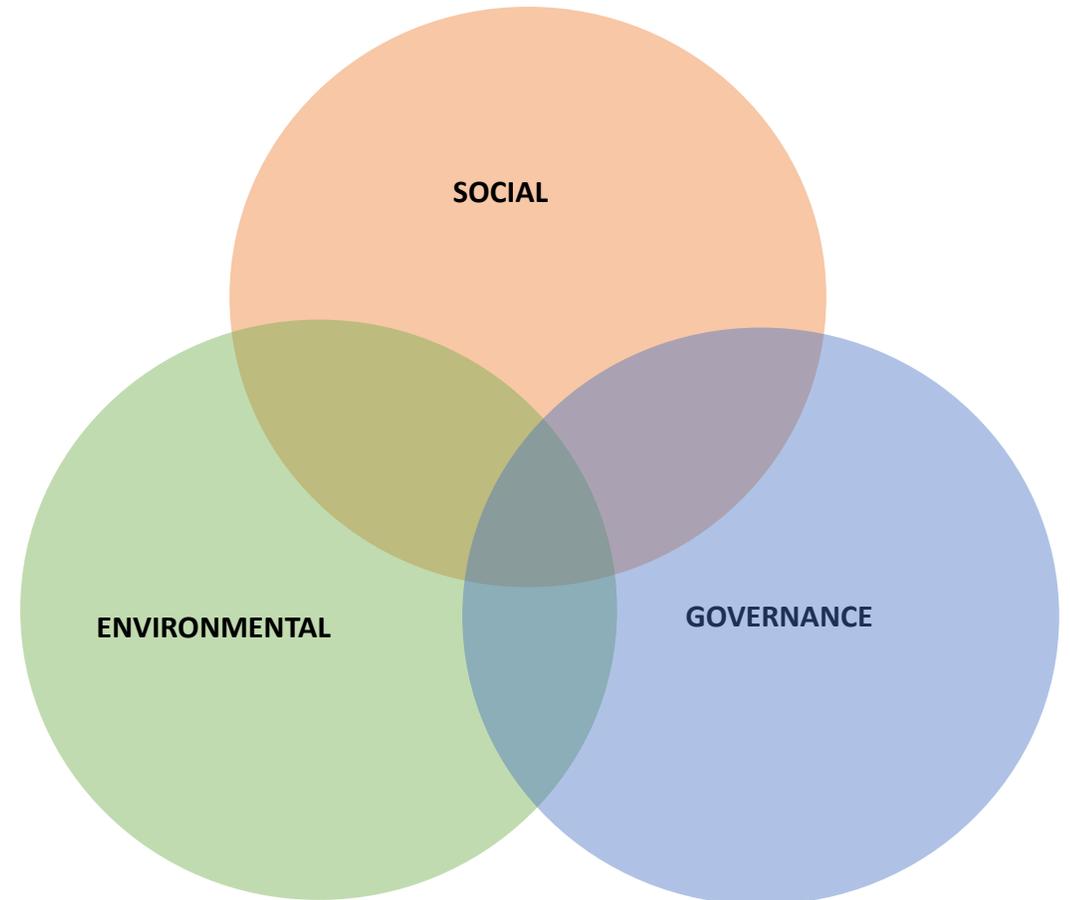
The S in ESG stands for Social, and it includes all topics relating to the community, residents, employees and students.

E = Environmental

The E in ESG stands for Environmental, and it covers all the effects of the organisation's activities on the natural environment both in positive and negative ways.

G = Governance

The G in ESG stands for Governance, and it covers management and policies in place to govern Berkhamsted Schools Group activities and decisions.





Why are we setting an ESG strategy?

Background

Founded in 1541, and with strong ties to the local community of the historic market town of Berkhamsted, it is important for us to engage and include the community when setting our ESG strategy.

By developing an ESG strategy, Berkhamsted Schools Group will ensure that environmental and social factors are accounted for within all aspects of the decision-making processes. It will be based on the feedback we receive from our school sustainability committee, students, staff, parents and the local community.

Key factors for developing an ESG strategy

- Aligning with the objectives and targets of the local community and businesses to further the sustainability agenda.
- Further understand and reduce our environmental impacts, increase efficiency and meet growing social expectations.
- Meet current and upcoming regulatory compliance and futureproofing the organisation.
- Explore new opportunities.
- Create a competitive advantage and strengthen reputation of the local area.





High-level overview of the ESG topic areas

The below provides an overview of the various sustainability topics covered in the questionnaire, categorised by their environmental, social and governance aspects.

Environmental

Carbon / Greenhouse Gas Emission
Climate Change Adaptation
Waste Management – food/buildings/other
Water Management – buildings/other
Biodiversity and Habitat Conservation
Energy Management – buildings/other
Energy Efficiency – buildings/other
Building Certifications (i.e. BREEAM)
Sustainable Buildings
Sustainable Food Sourcing
Travel and Transport
Physical Impacts of Climate Change e.g. flooding

Social

Teaching; Staff and Student Involvement
Charities
Human Rights
Community Engagement
Diversity, Inclusion & Equality
Training and Development
Staff and Student Health & Safety
Staff and Student Wellbeing
Access and Affordability
Business Ethics

Governance

Ethical Supply Chain Management
Sustainable Sourcing of Materials e.g.
building materials
Data Protection, Security & Privacy
Compliance with Law and Regulations
Risk Management
Quarterly ESG Committee Meetings
Partnerships and Engagement