

Environmental, Social and Governance Statement (ESG)



SOFEA Board of Trustees is committed to delivering the charitable aims of SOFEA most effectively for public benefit with good governance, social value and environmental stewardship, whilst recognising that meeting them is an ongoing requirement and contributing to the charity's continued improvement.

We will:

Governance

- Be clear about SOFEA's aims and ensure that these are being delivered effectively and sustainably through strategic leadership in line with the values.
- Act with integrity, adopting values, applying ethical principles to decisions to create a welcoming and supportive culture which helps achieve the charity's purposes.
- Have decision-making processes that are informed, rigorous and timely.
- Work as an effective team balancing skills, experience, backgrounds and knowledge that reflect the diversity of the communities in which SOFEA works, to make informed, transparent and accountable decisions.

Environment

- Adopt the highest environmental standards in all areas of operation, meeting and exceeding all relevant legislative requirements.
- Minimise waste through careful and efficient use of all materials, monies and energy.
- Favour the use of suppliers who can demonstrate environmentally sound business practices, and products from local suppliers, derived from sustainable resources.
- Educate staff, volunteers and learners in a good environmental space and embed environmental considerations into the day-to-day operations of SOFEA.
- Conduct our operational and financial operations with a view to their long-term impact for future generations, not just to fix immediate problems.

Social Value

- Focus the purpose of SOFEA to enhance social value for the communities in which it works.
- Focus the work of SOFEA on to tackle the causes of disadvantage, both for individuals and society at large.
- Give individuals and communities agency to determine and enact their own transformation.
- Lead and manage SOFEA as an exemplar of how good organisations should be.

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POLOpESGv1	1.0	Anthony Leonard	Dec 2023	Dec 2024	Page 1 of 1
POLOpESGv2	2.0	Anthony Leonard	August 2024	August 2025	Page 1 of 1