

CLEAR FUTURES

Environmental, Social and Governance Strategy



Introduction

Clear Futures was created to drive energy and sustainability projects and services to deliver vital infrastructure that will serve future low carbon societies and our natural environment.

In order to do so in the most responsible way, Clear Futures have developed an Environmental, Social and Corporate Governance (ESG) policy which sets out how our organisation follows and applies the ESG principles across our management and operations.

ESG performance and reporting

Clear Futures is a strategic partnership established by Founding Participants Lewes and Eastbourne Council, and in partnership with the Strategic Delivery Partners AECOM and Robertson. As part of the ongoing governance of the partnering arrangement, the Clear Futures board manage and monitor the performance of the joint venture delivery partners and hold them to account in respect of performance and compliance. As part of this exercise, we review how effectively we have upheld and demonstrated the ESG principles set out in this policy document.

ESG policy background

Investing in Environmental, Social and Corporate Governance is key to driving sustainable outcomes through our partnerships and a crucial part of supporting the UK's prosperity as we come out of the COVID-19 pandemic.

The pandemic has intensified existing social inequalities. For the UK to truly level up this needs to be tackled so that opportunities are more widely available and everyone has a chance to succeed. Our communities are pivotal to driving local, meaningful outcomes that are sustainable in the long-term – utilising networks of support for small businesses, community projects and third sector organisations is key to driving the necessary change. As well as responding to climate change and accelerating our progress towards net zero. Reducing environmental harm must be accessible to all and not leave large parts of the population behind.

As a collaboration of public and private sector resources, we seek to combine our expertise and resources to address these key challenges. Our ESG policy sets the precedent for Clear Futures across our whole organisation and operations, we are all committed to delivering sustainable projects that will serve our communities now and in the future.

But we recognise there are wider societal issues that we can strive to achieve progress with – for instance, employing a Fairness, Inclusion and Respect (FIR) policy and creating equal opportunities that champion diversity and inclusion in the workplace to drive higher standards of health, welfare and human rights. This is something we work closely with our Supply Chain partners to raise awareness and to support their businesses to share and develop these sustainable and inclusive business policies.

Our ESG policy sets out how Clear Futures measures how sustainable we are as an organisation by reviewing and assessing key elements of our environmental, social and governance practices. This includes net zero targets, employee initiatives, supply chain partner requirements and more.

Our commitments

Environmental

Theme	Commitment
Project delivery	<ul style="list-style-type: none"> Delivering ESG action plans to reduce project carbon output by at least 50% We will work with our clients and partners to drive innovation in climate change, sustainable design and the delivery of social value Use regular benchmarking exercises to identify key impact on projects (e.g. emissions, social value impact)
Climate literate teams	<ul style="list-style-type: none"> All Clear Futures staff to complete compulsory ESG training
Renewable energy	<ul style="list-style-type: none"> We will encourage and propose to all our public sector participants that renewable energy is used on 100% of sites (where energy is purchased direct)
Greener transport and travel	<ul style="list-style-type: none"> Develop a smarter travel and transport policy for all employees and project teams to follow in order to encourage greener transport usage All Stakeholders encourage to follow low carbon travel hierarchy
Reducing waste	<ul style="list-style-type: none"> Application of circular economy principles through our partnerships to work with participants and identify opportunities to reduce resource use and waste Through project delivery, set specific targets based on a minimum of tonnes of construction waste per 100m² / % waste diverted from landfill Roll out recycling and energy saving initiatives in our offices and working environments

Social

Theme	Commitment
Ensure maximum social value impact	<ul style="list-style-type: none"> Regularly updated social value and sustainability policy to set framework for key objectives to be met across partnerships and operations Requirement of supply chain partners with 250+ employees to have a published ESG Policy Deliver projects which proactively improve social outcomes in local communities
Living Wage standards	<ul style="list-style-type: none"> Ensure all Clear Future employees receive a Living Wage standard Encourage and promote the benefits of the Living Wage standard and Good Employment Charter principles with our supply chain partners
Local employment opportunities	<ul style="list-style-type: none"> Minimum target of % of local labour employed on project / service delivery within a X mile radius/postcode Minimum of % of apprenticeships opportunities per £Xm of project and / or service delivery Minimum of % of graduate opportunities per £Xm of project and / or service delivery Number of work placements and educational engagement per annum delivered by Clear Futures and supply chain partners Number of hours dedicated to supporting individuals

Theme	Commitment
Investing in communities	<ul style="list-style-type: none"> • Clear Futures 'Transformational Fund' – proportion of Clear Futures fee is retained into a surplus fund to be utilised to fund Stage 1 Activities within local participant partnerships, or to be directly invested in local community projects • During project and service development, steps in place to engage with local stakeholders and identify opportunities to deliver social value impact • Community projects – (subject to project) Clear Futures initiative to repurpose under-utilised public sector buildings for local community use
Building diverse talent	<ul style="list-style-type: none"> • We are committed to creating equal opportunities and following FIR principles to ensure our workplaces are inclusive
Supporting our teams	<ul style="list-style-type: none"> • An employee assistance programme is available to all teams and their families • Clear Futures has dedicated mental health first aiders to support team members
Physiological safety	<ul style="list-style-type: none"> • All Clear Futures employees to have ethics and code of conduct training • All Clear Futures employees have access to a whistleblowing hotline and are aware of how to access • Requirement of Supply Chain partners with 250+ employees to have a whistleblowing policy • An incident reporting system is in place covering whistleblowing for the Clear Futures supply chain
Data protection	<ul style="list-style-type: none"> • All Clear Futures staff to complete data security training • All information is shared within a closed file sharing system • Individual participants are informed of how their data is used and stored for reporting purposes

Governance

Theme	Commitment
Supply chain partnering approach	<ul style="list-style-type: none"> • As part of the Clear Futures supply chain partner assessment process, we require partners to provide a Carbon Reduction Plan that confirms their commitment to achieving net zero by 2050 • We work closely with local supply chain partners and SMEs to support their ability to access Clear Futures work opportunities through workshops, training opportunities, publicising project pipelines and so on • We work with Tier 1 supply chain partners to ensure through delivery that our core social value and sustainability objectives are met – such as SME and local spend % targets, % of ethnic minority owned businesses spend, target accident frequency rate is reported etc. • We regularly review supply chain partners performance to ensure the commitments and obligations in the Supply Chain Agreement are being met
Stakeholder engagement	<ul style="list-style-type: none"> • Active participants are required to hold a minimum of one meet the buyer event per annum – providing clear oversight of potential upcoming work opportunities • As part of the Clear Futures project and service development, stakeholder engagement is a key requirement of each stage to ensure all relevant local stakeholders needs are identified

Theme	Commitment
Risk identification and management	<ul style="list-style-type: none"> • Specific ESG factors are integrated into project risk registers to ensure they are monitored and reported on • All partnerships risks are logged and reviewed at the Clear Futures monthly partnership meetings between the Strategic Delivery Partners
Robust governance processes	<ul style="list-style-type: none"> • Stop-start gateway processes are followed for project and/or service development and delivery, ensuring the participant is always in control
Tackling modern slavery	<ul style="list-style-type: none"> • All Clear Futures staff complete compulsory bribery and corruption training • Project site managers are required to complete compulsory Modern Slavery training • Clear Futures requires supply chain partners to hold a modern slavery policy • A clear escalation process is in place for modern slavery incidence to ensure all employees are aware of how to report and manage the situation
Transparent reporting	<ul style="list-style-type: none"> • Clear Futures measure, evaluate and collect data at source for all agreed KPIs as set out within the contractual arrangement (Strategic Partnering Agreement) • Clear Futures are required to annually report to the Joint-Venture Board on performance and operations • Within each local partnership, monthly project level reporting is required to the relevant participant • Social Value Impact is recorded using the National TOMs Framework and Thrive Platform