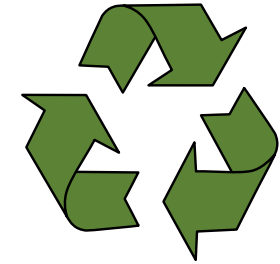


ALMOND HOUSING ASSOCIATION

SUSTAINABILITY STRATEGY

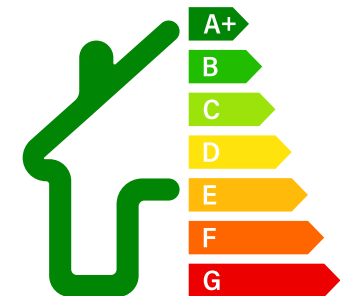


Our approach

Climate change is a significant threat to the planet and we at Almond are committed to ensuring that we incorporate sustainability into everything we do. Our Sustainability Strategy focuses on three areas that we know we can have a positive impact upon; our properties, our organisation and our communities. As the threat from climate change increases we have to play our part and take action. As a social housing provider, we have a responsibility to our customers and our communities to take a lead in reducing carbon emissions and the introduction of more sustainable practices. Finally, the impact of rising energy costs means we must seek ways to improve the efficiency of our properties so they can continue to be a place people are happy to call home.

Our objectives

- 1** Properties: We want our properties to be as energy efficient as possible to minimise the impact of rising energy costs on our customers. Our properties should be sustainable, energy efficient and meet or exceed national standards where it is possible to do so.
- 2** Organisation: We want to be an organisation that leads by example by having reduced carbon emissions and waste from our offices, contractors and colleagues.
- 3** Communities: We will work with our partners in our local communities to create local growing, recycling and carbon reducing projects.



To ensure we meet our objectives a range of metrics to monitor our progress throughout the life of the strategy will be put in place.

ALMOND HOUSING ASSOCIATION

PROPERTIES



Our Properties

We want our properties to be great homes for our customers. This means significant investment will be required, particularly in our older stock, to improve energy efficiency. It is important to us that we get this investment right, that we maximise the opportunity to both meet the Energy Efficiency Standard for Social Housing (EESH) 2032 target, modernise our older stock and reduce the amount of energy required to heat homes.

Works carried out over the last few years ensure that over 99% of our stock meets the original EESH standard. Meeting the 2032 target is going to be significantly more of a challenge due to the age and construction types among our stock. We will establish the carbon footprint of our stock and strive to reduce this through sustainable construction methods, materials, energy reduction and waste reduction.

The cost of works required to improve the energy efficiency is not yet known but we know it is likely to be significant.

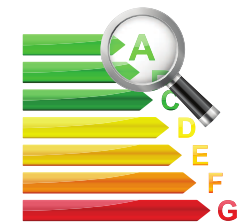


Our activities:

- We will seek to identify grant funding where possible.
- We will utilise a specialist architect to advise what works are required to bring our stock up to the EESH 2032 standard and organise some pilot projects.
- We will look at options for removing the reliance on fossil fuels but only when we are confident this will not result in higher energy costs.
- New technologies have been installed in a small number of properties and we will continue to explore new materials and products as they become available.
- We will work with existing partners and explore new opportunities around community based projects which will improve the environmental impact and health and well being of our customers and colleagues.

Our measures of success:

- A reduction in our carbon footprint.
- Increase in homes meeting the EESH Standard.
- Environmental projects which improve our communities.



ALMOND HOUSING ASSOCIATION ORGANISATION



Our Organisation

Our organisation impacts on the environment in a variety of ways. Primarily our colleagues, our office, vehicles, our policies and other businesses we choose to work with offer opportunities to reduce this impact. We can make improvements on all of these areas by reducing waste, carbon emissions and using more environmentally friendly products.

Our colleagues will play an important role in the strategy. We want to provide them with training and information about how they can personally help by living more sustainably and encouraging others to do so. Colleagues will also help our customers see the benefits of a more sustainable lifestyle whilst providing guidance and assistance when they need it.

We must reduce waste and carbon emissions from our office and vehicles. This means the infrastructure of the office from its lighting and heating to what we do in the office such as printing and materials needs to be reviewed and usage reduced.

Our policies should all consider what impact they will have on sustainability so that we are embedding the theme throughout everything we do.

In addition we will work with partners who are environmentally aligned with us and are committed to delivering 'green' benefits to our assets, customers and communities. This means using local providers when possible and using environmentally friendly products.

Our activities:

- Establish our carbon footprint as an organisation.
- Review with the aim of reducing our energy consumption and carbon emissions data for our offices, landlord utility supplies and vehicles.
- Develop an energy advice offer for those at risk of fuel poverty.
- Review our procurement and contract management practices to help deliver best practice environmental management.
- Work to understand if there is a link between poor energy efficiency and increased rent arrears in our homes.
- Greater use of digital communication to reduce paper and printing.
- Embed hybrid working policy to prevent vehicle emissions caused from commute.
- Investigate possibility of carrying out work for Sustainable Housing Accreditation in year 3.

Our measures of success:

- Reduce Energy Consumption in office. Installation of EV charging points to facilitate colleagues to consider hybrid or electric vehicles.
- Printing levels reduced as proportion of stock compared to 2021-22 baseline.
- All our procurement to include requirements for sustainable practices and "green" products.
- 80% of colleagues taking advantage of hybrid working.

ALMOND HOUSING ASSOCIATION COMMUNITIES



Our Communities

Almond is not simply here to provide homes and a place to work. We want to have a positive impact on our communities and we recognise that we have a role to play in encouraging sustainable practices, reducing waste and carbon emissions.

As a landlord managing over 2500 properties, 650 garages and a considerable square footage of open spaces it is inevitable that we have to deal with clearing and disposing of items. Some of these items may be in a condition to recycle instead of dump. Dumping is obviously not only environmentally unfriendly, but it is also costly to our business and therefore our customers. By working with local recycling projects we can reduce waste and allow our community to access cheaper recycled goods.

Almond has already successfully switched over unused open spaces to community garden schemes. We should continue to assess the use of our open spaces by offering to assist local groups to convert these spaces to growing schemes. The benefits are significant as it brings people together locally, provides healthy local produce and allows the recycling of materials for planters and compost.

Transport in our communities cannot be ignored. We need to encourage people to consider moving from petrol and diesel vehicles to more environmentally friendly means of transport such as electric vehicles (EV). This could be bicycle schemes, including electrically assisted ones, EV charging points and even an EV car sharing scheme.

Our activities:

- Support local recycling projects to reduce waste within our communities.
- Encourage further uptake of community garden schemes that grow local produce which helps reduce waste, cost and improves the health and wellbeing of those in our communities.
- Investigate a potential partner for EV bikes and vehicle sharing schemes.
- Provide information about how to live more sustainably and reduce carbon emissions.

Our measures of success:

- We have a local project scheme we can pass goods to partners for recycling and refurbishment along with a reduction in dumping charges.
- An increased number of open spaces being developed into community garden schemes.
- Implementation of a local EV car sharing scheme or EV bike scheme.

