

Sustainability Policy

Overview

Here at 4C, we recognise our responsibility to preserve the environment and aim to create a strategy to minimise our impact whilst strengthening community ties. Our policy outlines our approach and is informed by science-based targets and the United Nations' Sustainable Development Goals.

We are committed to:

- a) Conducting ourselves responsibly and in an ethical manner
- b) Creating a positive and supportive working environment
- c) Supporting local communities
- d) Acting with integrity in our dealings with suppliers and other parties
- e) Minimising the impact on our environment

Communication

We communicate this policy to our team, clients and other stakeholders via our website and internal memos.

Responsibility and review

All members of the team have a role to play in complying with our Sustainability Policy and overall objectives and are encouraged to make further suggestions in relation to initiatives we could undertake.

We are committed to ensuring our policy remains effective and this policy is reviewed at least annually to verify its effective operation.

Core principles

Our customers

We recognise our impact on the environment and are mindful of our actions and efforts. Therefore, we work with and support many different types of customers by providing business and leisure facilities to meet their needs. We understand that our business exists in a competitive market and our customers expect a positive and professional guest experience and train our teams to consistently deliver this.

Our people

We respect and value the individuality of each one of our team members; we are committed to creating a culture of inclusion and diversity.

We provide access to training for all our team to not only equip them for their current roles, but also to allow them to be in a better position to fulfil their full potential. We believe that supporting individual growth and development helps us attract and retain talented individuals and 38% of our current team have been with us over five years.

Our local communities

In considering our impact on the community we have resolved to sponsor and support local charities.

We feel proud to have established a strong relationship with The Westminster Society, a local charity supporting those with learning disabilities and their families, to live as independently as possible. We both share an ethos in empowering individuals to develop their skills and realise their full potential.

We currently coordinate an annual Christmas appeal – gifts are given to the children the centre supports. It is always a delight to see the spark in the eyes of the children when receiving gifts from Santa which is a lovely closure to the year. You can see more of our past events over on our [purpose and commitment](#) page.

Our suppliers

We endeavour to work with organisations that share the same ethos of commitment in sourcing fairly, ethically, and sustainably.

Our environment

4C is working towards net zero to conserve our environment and resources more efficiently. Including:

- Measuring and implementing water and energy reduction strategies.
- Reducing environmental impact by implementing an environmental management strategy.
- Minimising waste by prioritising sustainable materials, recycling materials and reducing delivery packaging.
- Sourcing environmentally friendly products that are recognised by credible standards.
- Protecting local ecosystems and replenish natural resources where possible through the use of green roofs and working with local conservation organisations.