

Sustainability: Development and Implementation Policy

Review Date June 2026

This policy relates to Let Me Play Ltd, Inspire ATA Ltd and LMP Action C.I.C, known as "LMP Group" or "The Company". The policy applies to all three companies and is the standard by which we adhere to. This policy encompasses and relates to the ESF Employability support programmes that the company delivers on.

The below policy outlines and explains the value and importance of sustainable development, sustainability implementation and environmental management, all aspects of the policy are essential and at the core of all activities within LMP Group. Sustainability for LMP Group covers the following:

Environmental sustainability is about achieving more with less use of resources, reducing the Company's climate change impact, and protecting its natural surroundings.

Social sustainability has been broken into three areas:

- **Workplace** – LMP Group believes in its employees. The group aims to be successful by inspiring and motivating employees, attracting talent and retaining staff. LMP Group will create policies that recognise the contribution the employees make and the value they add.
- **Community** – LMP Group continues to make a genuine positive impact, contributing to the regeneration of communities whilst enabling countless residents to achieve economic stability and new levels of motivation. To enhance existing services, LMP Group have established strong and effective partnerships, providing sustainable employment for all participants engaged with, throughout the programmes provided.
- **Marketplace** – LMP Group aim to satisfy employees, customers and stakeholders. This includes recognising and showing responsibility for all services delivered.

Economic sustainability: Acknowledging the marketplace and industry The Company operates within. Aiming to meet or exceed the expectations of customers, suppliers, and stakeholders. To meet expectations, LMP Group will provide an outstanding service and value to customers. This also incorporates professional and mutually beneficial relationships with suppliers.

For all projects The Company will ensure to:

- Comply with or exceed UK/EU environmental regulations
- Take steps to minimise waste and energy consumption
- Promote waste management, including recycling
- Have staff and participant travel policies that encourage use of public transport/green transport
- Require partners to follow the project's sustainable development policy and plan
- Measures, monitors and reviews its environmental impact and its "carbon footprint"
- Be committed to ongoing review and improvements to its sustainable development performance.

LMP Group acknowledge three core areas within the sustainable communities' priority of the UK Sustainable Development Strategy "Securing the Future":

- protect and enhance the environment;
- promote economic success; and

- meeting social needs.

The Company's Commitment

LMP Group recognises its operations and work can have environmental impacts and can contribute and help protect the environment. LMP Group's employees consider the effects of all work, especially those that have an effect on the environment. Continuously working on practical ways to turn considerations in to realisations that will make a difference to the environment, the organisation and to communities.

It is The Company's commitment to:

- Always be aware of and comply with all relevant environmental legislation and regulations.
- Set targets, with processes and procedures, which address work that has significant environmental impacts
- Incorporate targets into Sustainable Development Action Plan, which will be a living document and reviewed regularly
- Minimise on waste and pollution
- To encourage learners and staff to recognise the environmental impacts chosen study/occupational area and lifestyle decisions.
- Minimise on energy use
- Minimise the need to travel, or, if travelling, to use the least polluting form of transport appropriate to each journey, and look to shared commuting and public transport
- Consider the environmental and social impacts of purchases, including reviewing and assessing suppliers.
- Build key partnerships with the local community to progress sustainable development

Sustainable Development Action Plan.

When making purchasing decisions, LMP Group will consider:

- Using non-polluting, energy efficient and re-useable goods and services whenever possible
- Identifying a reputable source of specialist advice on goods and services
- Consideration to energy ratings and to end of life disposal for all IT and other electrical goods
- Choosing printers that use paper that is totally chlorine free and 100% recycled
- Encouraging staff, when travelling for business, to use public transport wherever that is practical
- Using alternatives to travel including video and telephone conferencing
- Ordering stationery and office equipment from 'green' suppliers wherever possible
- Consider accessibility by public transport when booking meeting rooms and other venues

Key objectives:

- creating the conditions for economic success and community prosperity by maximising employment opportunities and ensuring local people have the skills to prosper
- raising standards and tackling inequalities by providing opportunities to allow employees to fulfil potential
- playing a further role in leading by example and to encourage and support strategic partners and clients to consider measures that support society, the economy and the environment.

Policy Review

Reviews are to examine the appropriateness of policy, taking into consideration corporate, system and compliance requirement changes since the last review was

undertaken. Policies will be reviewed, as a minimum, every 12 months and/or following a significant change or issue that highlights that a change request is required.