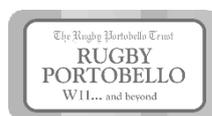


People Potential Possibilities

# CLIMATE EMERGENCY PLAN

2019



People Potential Possibilities **Planet**

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## Declaration Statement from the Chief Executive Officer

P3 has been a growing force for good for over 40 years. Society has changed dramatically since our early days as a newly formed organisation. We've grown substantially, achieved so much, and touched thousands of lives throughout our time. We've helped people when they needed it most, and today we help more people than ever before and we deliver our services in more areas than ever before, but our charity and the way we operate was designed in a time when there were different expectations on the role of an organisation in taking climate action. It was a fringe movement, a niche. Climate action was something we saw on television through images of protestors chained to the gates of power stations or around trees. That context has changed, and today we are clear there is a very real Climate Emergency which will require immediate and radical action by everyone, and our charity is not exempt from this.



**Mark Simms**  
CEO

We believe, based on the facts we know today, alongside the overwhelming and growing evidence provided by modern science, that it would be a breach of our duties as directors of the charity to continue as though there is not a climate emergency. As the individuals ultimately accountable for our organisation, it is our responsibility to act in the interest of our stakeholders; the people we work alongside, our staff, our volunteers, and every single person in the communities we serve, to take action starting now.

This Declaration requires that the entire charity's delivery and existence be re-thought in the context of a Climate Emergency. This includes a commitment to Carbon Neutrality before 2030, with realistic interim milestones along the journey, including challenging but realistic targets.

This Declaration commits us to reshape the short, medium, and long-term strategy and delivery model of the charity.

We must seek to maximise the interests of all stakeholders in the context of a total commitment to doing what is required by the Climate Emergency.

.....  
**Mark Simms**  
CEO

.....  
**Adam Hackett,**  
*Chair of Board of  
Trustees*

## Introduction

This document has been produced on the request of Mark Simms as Chief Executive of the P3 Group.

The purpose of this document is to summarise and outline the need to adapt our organisation and take ownership of our part to play in reducing our impact on the environment in the face of a climate emergency currently being faced across the globe.

This document is intended to spark a conversation within P3, our communities, fellow charities, our commissioners and funders, and other relevant stakeholders in order to generate awareness, engagement and strategy co-development, ensuring that everyone involved with P3 feels a sense of ownership of the climate emergency, and their own actions to tackle it.

This initial document will provide some high-level detail explaining the expected directions of travel required by P3 Group of organisations in order to reduce the impact of our work on the environment, and actively contribute to a sustainable world. This will involve changes in practice, culture, and the use of technology.

## What does declaring a Climate Emergency mean?

There are many different definitions of what it means to declare a Climate Emergency. For the purpose of this document, we are working with a view that involves key elements which have been adapted from Extinction Rebellion's demands.

1. **Tell the truth.** Acknowledge this is an emergency and treat it as one.
2. **Act Now.** Take radical steps to halt biodiversity loss and reduce greenhouse gas emissions to net zero by 2030.
3. **Stronger Together.** Work with others to create new solutions together.

## Principles and values



- There is **urgency** and we must act **now**.
- We do not blame anyone. We take a **positive** approach.
- Everyone** is on a journey. We must **all** step-up our commitment to addressing the climate breakdown.
- We believe the answers exist. We will be **bold** in our ambitions to embrace new practices and business models that offer solutions to the climate breakdown.

## What are the concerns?



Let's be clear. Declaring a Climate Emergency is not a risk-free action to take.

- We may become a target of those who will say we are a business – we are part of the problem. Or that we are not going far enough.
- We know this is hard. But we also know this is important.
- The strength of a community is that we are there for each other. We have each other's backs when needed.
- We will declare a Climate Emergency, and there is a growing community of organisations and businesses on this journey with us. We are stronger together. And we are on the right side of history.

## Ten Facts About the Climate Breakdown

- 1** | We are on track to reach a global temperature rise of 3 degrees by the end of the century. 
- 2** | We need to reduce carbon emissions by 50% by 2030 and to zero by 2050 to limit warming to 1.5 degrees. 
- 3** | 60% of wildlife has been lost since 1970. 
- 4** | Only 7% of reefs in The Great Barrier Reef have escaped bleaching entirely.
- 5** | We're on course to lose over half of all insects by the end of the century. 
- 6** | Over the past two decades, sea levels have risen by 2.3mm per annum. 
- 7** | The last five years – from 2014 to 2018 – are the warmest years ever recorded in the 139 years that global heat has been tracked. 
- 8** | With the current rate of soil degradation, we have 60 years of farming left. 
- 9** | Climate Change will drive the migration of 200 million people worldwide by 2050. 
- 10** | Six Pacific Islands have already been lost to flooding. 

## Why is P3 declaring a Climate Emergency?

### Five risks if we **don't** act

- 1 Licence to operate**

Our charity will become obsolete, left behind, and even illegal if it is not fundamentally geared towards tackling the Climate Emergency.
- 2 Loss of organisations value**

There is already a steady and significant stream of divestment from organisations producing, or reliant on, fossil fuels and other non-renewable resources. We believe this will continue, eroding the equity value of such companies and challenging their underpinning revenue models (through regulation, taxation, and resource scarcity).
- 3 Distribution and logistical challenges**

An unpredictable climate will increase supply chain vulnerability. For example, some regions will be affected by increasingly severe weather patterns.
- 4 Attractiveness to 3<sup>rd</sup> parties and commissioners**

Commissioners, funders, and private donors who provide us with the resources that allow us to operate are increasingly focussed on not only *'what'* we do, but also on our *'how'* we do it and the impact our climate footprint has on the environment. We expect to see this trend increase in the coming years as commissioners, grant funders, and private donors seek to ensure their investments are focused on working only with those who are providing solutions.
- 5 Implications for people**

Most importantly, there are extensive implications on people who will be affected by rising temperatures, air pollution, and flooding. These include risk of disease, food shortages, displacement and disruption to property.

## Five opportunities if we **act now**.

- 1 Market opportunities**

Becoming a sector leader in environmental protection throughout the course of our charities operations increases our chances of successfully growing our organisation, winning new contracts and accessing new funding streams from funders who value environmental protection activities.
- 2 Stakeholder engagement**

Stakeholders, including the public, potential staff and volunteers, and the people we work alongside will increasingly look for charities and organisations that are leading change and be critical of those taking action too little, or too late. A 2018 report said that 81% of global respondents feel strongly that companies should help improve the environment.
- 3 Future-proofed**

The sooner we change, the more time we have to cement new environmentally-friendly practices and policies. We anticipate these will in the near future become a mandatory requirement for all organisations, charities and other businesses. Today we have an opportunity to act early to implement them ahead of the curve. If we hope to continue to exist far into the future, charities such as ours must innovate to survive, and now the context is changing faster than ever.
- 4 Engaging employees**

People are waking up to the Climate Emergency and a growing body of evidence suggests employees and volunteers want to work for, and stay with sustainable organisations that are geared towards tackling the climate crisis. Sustainability is an important value to potential new employees and volunteers, and we will become a more attractive place to work by placing sustainability high on our agenda, aligning organisational values with those in the employment market.
- 5 It is the right thing to do**

As a sector leader, this is an opportunity to establish moral leadership. By 'walking the talk' to tackle the Climate Emergency, businesses can ensure they sit on the right side of history.

## Our Next Steps

### 1. Appoint a transition team

This team will establish a new “*Sustainability Strategy*” for the charity, which includes setting specific and measurable targets, identifying the steps required to implement changes to the organisations practices, and reviewing progress towards the aims and objectives of the sustainability strategy.



The team will be comprised of a cross-section of staff from across the charity, including operations and non-operations staff at all levels, and will work directly with a newly recruited Projects Manager for the specific purpose of delivering on this strategy.

### 2. Communicate internally

Hold internal conversations about the climate emergency and the need for our charity to embark on a ‘*transition*’ process. As part of this, we need to ensure that the management teams and staff across our charity are on-board and playing an active part in what we’re setting out to achieve. We will need to actively manage any anxieties and barriers we come across and will need to provide people with the resources they need to join us on this journey. Part of this process will be to identify where we, as a charity, contribute positively to the climate emergency and areas where we currently have a negative impact, using our collective knowledge and creativity to develop new solutions and engrain them throughout our charity. It is only then, when everyone is on-board, that we can progress with our transition to carbon neutrality.



### 3. Deliver a strategy to the board

Once our transition team is in-place and we have delivered a programme of communication and consultation among our colleagues, the transition team will deliver a detailed strategy to the board and executive leadership team outlining our path to carbon neutrality.



## What can P3 do and change to tackle the climate crisis?

Throughout P3, services, teams, and departments – big or small – can really influence the way they operate in order to cut their carbon footprint and make a positive environmental impact. Here's a 'menu' of just a few examples of activities P3 could implement in order to reduce our carbon footprint and the impact our work has on the environment in which we live.



Switching our offices and accommodation to renewable energy providers and encouraging and supporting the people we work alongside to make the switch too.

Discouraging the use of single-use plastic throughout our buildings and activities.



Ensuring every single P3 building has the facilities available on-site to sort and recycle materials safely and properly, aiming to altogether eliminate general waste sent to landfill or incineration.

Making 'eco swaps' and procuring eco-friendly alternatives to otherwise harmful products, particularly related to cleaning.



Monitoring the emissions of the vehicles within our fleet, and replacing them with lower-emission alternatives, and providing incentives to staff to make eco-friendly changes to their work-related mileage and travel.

Adopting 'paper-light' or 'paperless' processes in order to reduce our use of harmful toner, landfill waste, and paper.



Adjusting our procurement of materials to ensure we prioritise the use of recycled materials and office equipment, such as pens/pencils made from recycled material, recycled-paper and envelopes, and biodegradable bags.

Encouraging adoption of eco-friendly lifestyle choices by staff, and integrating these choices into the workday, such as a 'meat-free' lunch day where all staff are encouraged to bring or buy a lunch that contains vegetarian alternatives.



Closely monitoring the EPC Rating of our office and residential premises, integrating building efficiency into our property and estate acquisition procedures to ensure we use properties that are efficient in their use of natural resources.

Maximising our use of virtual collaboration tools and video-conferencing software to eliminate unnecessary travel and associated environmental footprints whilst modernising the way we work together to achieve our goals.



## How do we monitor and enforce our climate-breakdown related policies?

Everything we intend to do to tackle the climate crisis needs to be documented and crystallised in our organisational governance structure and framework. Such a system needs to be open, transparent, measurable, and 'have teeth' to ensure it is effective within the organisation.



**Management-level remuneration and the flow-down of these policies to remuneration for staff.**



**Other recognition schemes, such as staff-awards, sustainability awards etc.**



**Performance and personal-development systems and policies**

These principles were adopted by People Potential Possibilities on: XX of XXXXXXXX 2019

A handwritten signature in black ink, appearing to read 'Mark Simms', written in a cursive style.

Mark Simms - CEO