

Sustainability Policy

Company: Capability for Change Limited

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1. Purpose and Commitment

This Sustainability Policy demonstrates our commitment to environmental responsibility and sustainable business practices. As a UK-based online training provider, we recognise our role in promoting sustainable education while minimising our environmental impact through digital-first operations.

We are committed to:

- Reducing our carbon footprint through sustainable digital practices
- Supporting our learners and partners in adopting sustainable practices
- Continuously improving our environmental performance

2. Scope

This policy applies to all aspects of our business operations, including:

- Virtual classroom delivery via Microsoft Teams
- Digital learning resource provision (e-books and online materials)
- Office operations and remote working arrangements
- Supply chain and vendor relationships
- Employee practices and engagement

3. Our Environmental Principles

3.1 Digital-First Approach

We prioritise digital solutions to minimise physical resource consumption:

- Delivering our training through virtual classrooms
- Providing e-books and digital resources instead of printed materials
- Maintaining paperless administrative processes where possible
- Encouraging digital communication and collaboration

3.2 Energy Efficiency

We are committed to reducing energy consumption across our operations:

- Using energy-efficient technology and equipment
- Optimising our digital infrastructure for minimal energy use
- Supporting remote working to reduce commuting emissions
- Partnering with green energy providers where feasible

3.3 Waste Reduction

We minimise waste through:

- Eliminating printed course materials where possible and replacing them with digital alternatives
- Reducing packaging and physical shipments
- Implementing digital-only invoicing and documentation
- Promoting reusable and refillable office supplies

4. Key Sustainability Initiatives

4.1 Virtual Training Delivery

Our Microsoft Teams-based virtual classrooms provide:

- Zero travel requirements for learners, reducing transport emissions
- Elimination of physical venue energy consumption
- Reduced accommodation and catering-related environmental impact
- Scalable delivery without proportional environmental cost increases

4.2 Digital Learning Resources

Our e-book and digital resource strategy ensures:

- No paper consumption for learning materials
- Reduced printing and distribution emissions
- Instant access without physical delivery requirements
- Easy updates without reprinting costs or waste