

SUGGESTED TEXT FOR AN ENVIRONMENT (SUSTAINABILITY) AGREEMENT

Between Company/Organisation AND PROSPECT (Union for Professionals)/Branch

1. Preamble/Introduction

The natural environment is fundamental to life and economic sustainability. Recognising that human activity impacts all aspects of the environment we are faced with choices which will affect the global community for generations to come. Satisfying the needs or desires of the present must not compromise the well-being of others or the capacity of future generations to meet their needs.

We acknowledge that corporately and individually we are stewards of the planet's natural resources – elements that are vital to life and economic activity and that contribute to business operations, staff wellbeing, local communities, national ambitions and overall global sustainability.

2. Specific to recognition of Prospect Environment (Sustainability) Representatives

- a. *Company/Organisation* and Prospect hereby agree that through the recognition of workplace trade union Environment (*sustainability*) Representatives as formal stakeholders in related processes, together through consultation, we seek to:
 - i. Reduce energy consumption and increase energy efficiency with the aim of reducing carbon emissions;
 - ii. Use available resources to reduce air, land, water and noise pollution;
 - iii. Promote a mixed transport policy that promotes clean car technology, public transport, cycling and walking;
 - iv. Support the protection, development and/or regeneration of the natural environment;
 - v. Work together to avoid identify future climate adaptation and/or mitigation initiatives;
 - vi. Encourage positive behaviours to minimise consumption, optimise resources, source materials sustainably and responsibly dispose of waste;
- b. Trade union specific text and as appropriate: when new technologies are planned and/or introduced, include just transition principles of staff consultation, appropriate training and communication.

3. More detail on a Prospect Environment (Sustainability) Representatives contribution

- a. *A workplace environment (sustainability) representative will therefore:*

In formal structures:

- i. Participate in Corporate environmental/sustainable networks and committee;
- ii. Participate in monitoring environmental performance over and above the Company's legal and regulatory obligations;
- iii. Participate in environmental auditing and verification for certification reporting purposes;

Including but also pertinent to less formal structures:

- iv. Encourage positive behaviours that support environmental objectives, share information and best practice through the Prospect communication systems;
- v. Encourage and contribute to a sustainable procurement policy that reflects just transition principles and decent work;
- vi. Be consulted on matters relating to issues which may materially affect employees. (For example, significant changes in working practices, training requirements, the introduction of new technology and processes);
- vii. Advise and raise awareness with members on new initiatives and plans;
- viii. Participate in consultations on sustainability plans, initiatives and policies including matters arising on climate readiness, mitigation and adaptation plans;
- ix. Where appropriate challenge, monitor and advance environmental considerations and solutions.

4. Additional suggested text if there is no agreement regarding paid time off

In support of this commitment the workplace environment (sustainability) representative will be supported through appropriate paid time off for training, meetings and related activities (for example auditing and promoting sustainable behaviours).