



ETHICS AND ENVIRONMENTAL POLICY HUCKLEBERRIES NURTURE FARM CIC

Member Committee Responsible: Full Members Board

Senior Lead for Health & Safety: Beverley Cook

Status and Review Cycle: Statutory annual

Approved by: Full Members Board

Date of Next Review: January 2021

Version: 2.0

Revision History

Version	Changes	Approval Date	Author
1.0		Jan 2019	B Cook
2.0	Annual review	May 2020	B Cook

Our Company Statement

Huckleberries Nurture Farm CIC is founded on the principles of trust, honesty and integrity, respect for human and animal rights and welfare, respect for the environment, our employees, volunteers, visitors and business partners, and with the interests of the community for which we were set up to serve, at the heart of what we do.

We recognise our moral and statutory responsibility to safeguarding children and adults at risk and promote their welfare and well-being when they visit our farm. We endeavour to provide a safe and welcoming environment where children and adults at risk are respected and valued for who they are, their actions, thoughts and opinions, offering a 'safe place to be me'. We are alert to the signs of abuse and neglect and where appropriate will follow our procedures to support and assist children and adults at risk to help them receive effective care and protection.

We are committed to conducting our business in an ethical and sustainable manner through the way we interact with all our stakeholders, and recognise our responsibilities in accordance with legal and regulatory requirements

We are committed to minimising our environmental impact on the world through our operations and strive to continually improve our performance in this area, with regular review points.

Responsibility

Beverley Cook, Director, is responsible for ensuring the implementation of this Ethics and Environmental Policy. However, all Directors, employees, volunteers and business partners have a responsibility in their respective area to ensure that the aims and objectives of the policy are met.

Implementation

Below is a summary of the measures we will take to implement this Policy:

Aspect	Instruction
Waste management	<ul style="list-style-type: none">• We will seek to minimise waste through procurement choices, we will limit the amount of waste produced, and reuse, recycle and/or compost as much waste as possible.• All hazardous waste, including animal disposals will be dealt with in line with appropriate legislation and all documentation on waste transfer retained for 5 years.• Animal muck, bedding waste and other biodegradable waste will be composted on site.
People	<ul style="list-style-type: none">• We will involve all staff and volunteers in the implementation of this Policy and will increase awareness through provision of information.• We will promote the emotional and mental well-being of all our staff, volunteers and visitors• We will maintain the confidentiality of information entrusted to us by visiting children and young people, partner schools or organisations, except when authorised or otherwise legally obligated to disclose such information.• We will create an environment where staff, children and young people and visitors are treated fairly, irrespective of age, disability, gender, race, religion, belief, or sexual orientation.• We will adopt a 'zero-tolerance to fraud' attitude to any dishonest or fraudulent act.
Animal Welfare	<ul style="list-style-type: none">• We will ensure the highest levels of animal welfare. All animals will have access to suitable feed, water, appropriate companionship, appropriate shelter and housing, good husbandry and appropriate medical treatment. Their needs to exhibit normal behaviour and be free from fear and distress will be met through the design and location of housing and care they receive.• All children and young people will be supervised when handling the animals and educated as to their needs and how to hold and care for them.• On-the-job training in animal welfare and husbandry will be provided to core staff.• Fencing and housing will provide security from predators• Animals will free-range or where required be provided with large enough paddocks to meet their needs.
Supply Chain	<ul style="list-style-type: none">• We will pay our suppliers promptly within the terms agreed• We will evaluate the environmental impact of any new products we intend to purchase.• We will use ethical banking services• We will source products locally wherever possible, and utilise local and SME suppliers• We will source reclaimed or recycled products, materials and equipment wherever possible

	<ul style="list-style-type: none"> • Procured timber and paper products will be from certified sustainable sources. • We will avoid the use of plastic and PVC products wherever possible.
Maintenance and cleaning	<ul style="list-style-type: none"> • The cleaning materials we use will have as low an impact on the environment as possible. • Cleaning of animal housing will be undertaken regularly to optimise animal health and reduce disease potential, and to prevent harm or ill-health to employees, visitors and volunteers. Play equipment will be cleaned regularly. • All equipment will be regularly checked and maintained to ensure it is safe to use.
Energy	<ul style="list-style-type: none"> • Lights and electrical equipment will be switched off when not in use. Wood burners will only be used when needed. • Animal heat lamps/brooders will be efficient and as low wattage as possible
Water	<ul style="list-style-type: none"> • We will minimise water use and reduce wastage. Waste feed water will be used to water crops rather than disposed of to drains.
Chemicals and hazardous substances	<ul style="list-style-type: none"> • Wherever possible we will substitute substances that are harmful to the environment with those that have less of an impact. • We will prevent the release of pollutants that cause environmental harm. • Low VOC paints will be used
Transportation	<ul style="list-style-type: none"> • Where possible, we will minimise business travel and promote the use of alternatives such as email or video/phone conferences; • Full compliance with the regulations on the welfare of animals in transport will be achieved when animals are transported. ARAMS forms will be completed. Measures will be taken to ensure the animals remain calm and stress-free during transport.
Monitoring and improvement	<ul style="list-style-type: none"> • We will monitor and strive to continually improve our environmental and ethical performance. • We will set targets for improvement and measure and report on our impact
Legal duties	<ul style="list-style-type: none"> • We will comply with applicable laws, regulations and standards, and regularly review our legal obligations.

Signed by:



Position: Director
Dated: 04 May 2020