



## Guardian Ballers CIC Sustainability Policy

**Date written:** July 2024  
**Review:** Annually  
**Reviewed by/date:** TH (director), HJ (Operations Manager), August 2025  
**Next review date:** August 2026

This policy sets out Guardian Ballers' commitment towards ethical and environmentally-friendly practices.

### SECTION 1 | GUARDIAN BALLERS COMMITMENT

#### 1.1 About Guardian Ballers

We are a Mental and Emotional Wellbeing Service that empowers young people (10-25s) through engagement in Basketball activities [BALL], education around mental-and-emotional wellbeing and identity [BE] and facilitation of practical experiences to serve local communities and charitable organisations [BETTER].

 [@guardianballers](https://www.instagram.com/guardianballers) [#BallBeBetter](https://www.instagram.com/guardianballers)

#### 1.2 Our Commitment to the Environment & Sustainability

Guardian Ballers is committed to the following general principles aimed at consideration of the impact of the business on the environment:

- We prioritise the mental well being of our staff through an open culture
- We will promote sustainable practices within our organisation, eg through promoting recycling in our bases, consideration of the consumables that we purchase, etc
- We will promote active consideration of travel arrangements, including reducing travel and promoting lift sharing.
- We will review the use of consumables in our organisation.

## SECTION 2 | AIMS

### 2.1 Sustainability Aims re Staff

- We promote a culture of open-ness so that staff are able to confidentially raise any concerns in relation to their mental health or work pressures
- We commit to reviewing staff workloads and promoting working times which provide a healthy work-life balance.

### 2.2 Environmental Aims: Transport/Travel

- Where possible meetings will be held online, to reduce the impact of travel on the environment
- We will encourage lift sharing for activities involving delivery from several staff members
- Team meetings to be limited to a monthly frequency, unless there are exceptional circumstances.

### 2.3 Environmental Aims: Consumables/Resources

- As much as possible, delivery will involve the use of digital resources/presentations.
- When procuring resources, the company will aim to source ethically produced and recycled materials aimed at reducing our carbon footprint.
- Where possible, resources which have been consumed will be recycled in the local environment recycling scheme eg recycling bins in schools or community centres.

#### Guardian Ballers Shop

- We commit to discussing materials being used in the garments/products being produced for the shop and, where possible, to source materials locally.
- Where possible, we commit to using sustainable methods of delivering the products, eg using companies which include electric vehicles in their fleet.

## SECTION 3 | ACTIONS FOR 25/26

Our actions for 25/26 are:

- To discuss sustainability and environmental issues at staff training or in team meetings.
- To review travel arrangements on an ongoing basis
- To review consumables and potential changes to reduce environmental impact.

## ADDITIONAL INFORMATION

Example of a charity policy/strategy:

[Environmental Sustainability Strategy | Cancer Research UK](#)



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