Environment & Sustainability Policy

Updated: 16/10/2026
Review Date: 16/10/2027

As a charity, OASES wants to reduce our impact on the environment. We don't have any scope 1 or 2 emissions. Scope 3 emissions include: petrol/diesel vehicles and campfires, electricity use and heating use, from purchasing, waste and food. We are committed to reducing the environmental impact of our business.

At OASES we 'practice what we preach' and think about our every action in terms of its environmental impact and sustainability. Hence, wherever practical and possible, we follow the guidelines below:

CONSUMPTION

OASES staff procure and purchase products that are sustainable and environmentally friendly, hence OASES:

- Seeks to work with and purchase from organisations that have environmentally sound/ sustainable/ ethical policies and procedures.
- Buys local products wherever practical and possible.
- Only purchases from ethical sources.
- Only purchasing products that are environmentally friendly e.g. Ecover washing-up liquid
- Buys better (the best quality that we can afford) to get something that will last longer.
- Buying products made from recycled materials.
- Avoiding single-use items.

OASES seeks to reduce its consumption, we do this by:

- Sharing resources, so that items don't have to be bought for every member of staff.
- Only buying/ replacing what we absolutely need to.
- Thoroughly using consumables e.g. using both sides of paper when printing.
- Re-using whenever possible e.g. tea bags, bring own mug for hot drinks.
- Repairing broken equipment whenever possible.
- Innovating. Thinking of new ways of doing things that use less of the earth's valuable resources e.g. storing data electronically rather than by printed means.

Whenever possible OASES tries to reduce the amount and impact of our waste by:

- Trying to re-home unwanted items.
- Recycling – paper, cardboard, glass, metal and plastic, batteries, ink cartridges, small electricals.
- Composting food waste.
- Always ensuring that our waste is disposed of properly, according to the Environmental Protection Act 1990.

BUILDINGS

Although OASES does not own any buildings, we seek to occupy buildings with good environmental credentials.

OASES encourages all staff to take care of the buildings that we are based in, to avoid the need for expensive (financially and environmentally) maintenance work.

OASES staff manage their use of the building in a sustainable manner e.g. we set the heating of our office carefully, choosing to use personal heating rather than space heating. To this end, OASES supplies staff with polo shirts, fleeces and outdoor coats.

OASES owns a few indoor plants, which absorb Carbon from the atmosphere. Indoor plants are encouraged.
When appropriate, OASES will share their sustainability knowledge with the building managers to assist them in making sustainable choices.

GROUNDS
OASES seeks to occupy buildings that are surrounded by land, which can be used for OASES delivery and staff wellbeing.

OASES does not own any land, but it does work with hundreds of schools each year to influence what they do with their grounds. OASES works with schools and other organisations to encourage the following practices:

- Tree planting
- Re-wilding
- Gardening & growing
- Orchard creation
- Wildflower meadow creation
- SUDS
- Grey to Green

WATER
OASES seeks to occupy buildings which harvest and use grey water and have sound water conservation practices.

At OASES we encourage water conservation, as we are aware that the chemicals used to treat water are produced using greenhouse gas emitting practices. Staff are consequently encouraged to only take what they need and to feed plants with any excess.

Staff bring water bottles to work, which they can fill up using the kitchen tap.

ENERGY
OASES occupies an office that benefits from solar PV generation, LED lighting and 100% renewably sourced electricity. Although OASES has no control over energy purchasing, it does encourage thoughtful energy use by actively encouraging staff to actively switch off appliances when not in use. OASES staff are to follow the 'OASES Office Shutdown Checklist' whenever they leave the office to make sure that all electrical appliances are switched off. OASES staff should actively switch lights off when leaving a room, including common room areas if they are the last to leave the space.

When purchasing electrical items, OASES buys energy efficient models.

OASES works with hundreds of schools each year, helping them to make sustainable energy choices and reduce their energy use.

Room layout is considered when placing furniture, to ensure heaters are not blocked.

TRANSPORT

We consciously try and reduce the number of journeys that OASES staff undertake by:

- Operating hybrid working – allowing staff to work from home so that they can make Carbon-sensible travel choices.
- Encouraging car sharing.
- Using electronic means of communication whenever possible (e.g. online meetings).
- Clustering delivery, to ensure route optimization.
- Encouraging fuel-efficient driving e.g. correct air pressure in tires, no sharp accelerating or braking, only taking what is required to a session.
- Facilitating sustainable travel e.g. paying mileage for walking and cycling
- Ensuring sustainable travel choices are made for long distance journeys e.g. staff to travel by train if the distance is over 100 miles.

FOOD

All staff are encouraged to think about the food that they purchase for OASES and their own personal consumption. When purchasing food OASES:

- Buys locally.
- Buys seasonally.
- Buys vegetarian.
- Uses sustainable caterers e.g. Refuse.
- Composts food waste.

When purchasing compost, peat-free should be bought which is ideally locally produced.

The OASES CEO (Joanne Appleby) and OASES Manager (Alice Evans) lead upon the development and enaction of the OASES Environmental & Sustainability Policy and Action Plan.

OASES ensures that all of its practices and procedures comply to environmental legislations and the organisation is committed to securing and retaining iiE status.

The Environmental and Sustainability policy is stored within OASES Management – Policies, so that all staff have access to this documentation. It also exists upon the OASES website, for public inspection. When staff are inducted, they are provided with an induction pack which contains the Environmental and Sustainability Policy. The policy contents and iiE are a regular item upon the OASES Team Meeting agenda, as all OASES staff are keen to build and improve upon our current practices, as we are proud of the work that we do.

The OASES Board are fully committed to maintaining the Environmental and Sustainable Policies and practices at OASES:

Joanne Appleby (OASES CEO):
Date: 19/10/2026

Alice Evans (OASES Manager):
Date: 19/10/2026

Board Representative(s):
Date: 19/10/2026