v.	Latest Amendment Details	Authorised by
5	Environmental Management Framework updated. Energy Supply added to Scope 3 emissions figures.	YST Board (via NGR Committee)

1.0 Introduction

Youth Sport Trust (YST) is committed to sustainable development, environmental stewardship and mitigating the effects of our own operations on the climate.

Through our work empowering young people and equipping educators to transform lives through sport, we recognise that we ourselves as an organisation have an environmental footprint and a responsibility to lessen the impact of this footprint as much as possible.

This commitment is aligned with our strategy published in May 2022 (period ending 2035), specifically the tactic to 'Change from Within' and our objective to achieve a transformation in how we operate as a globally responsible charity, by 2035.

This policy sets out the steps we are already taking to reduce our environmental impact and details the plans we have in place to ensure constant review and improvement, including mitigating the effects of climate change by addressing our emissions and the emissions of our value chain.

2.0 Environmental Governance

Our Board and Senior Leadership Team is committed to maintaining environmental compliance, following environmental legislation and regulations, and proactively working to reduce our environmental footprint. Progress against our sustainability ambitions is monitored by the Board, through the Nominations, Governance & Remuneration (NGR) Committee.

We aim to issue an annual sustainability statement, not only to transparently disclose to our stakeholders the actions we are already taking to lessen our environmental impact, but also as an open means of communication on how we plan to improve, and what steps we are taking to achieve these improvements.

In addition to the commitments identified below, we will comply with all relevant environmental legislation and aim to positively contribute to the indicators associated with the following nine United Nations' Sustainable Development Goals (SDGs):

- 3 – Good Health and Well-Being
- 4 – Quality Education
- 5 – Gender Equality
- 8 – Decent Work and Economic Growth
- 10 – Reduced Inequalities
- 11 – Sustainable Cities and Communities
- 13 – Climate Action
- 16 – Peace, Justice, and Strong Institutions
- 17 – Partnerships for the Goals

3.0 Environmental Management Framework

Our environmental management framework includes environmental and sustainability aspects, with an overarching impact commitment for each area, as detailed below. This forms the framework for our environmental and sustainability action plan, which details specific mitigation actions and timescales and is regularly reviewed.

Aspect	Impact Commitment
Policy & Commitment	Publicise our commitment to sustainability, including an Annual Sustainability Statement.
Carbon Footprint	Commit to achieving Net Zero emissions by 2050. Understand, measure and monitor our environmental impact and reduce the greenhouse gases produced as a result of our operations.
Energy Efficiency	Use less energy to complete the same task.
Travel	Reduce our travel-related scope 3 emissions, including through the use of more sustainable forms of transport.
Single Use Plastic Reduction or Removal	Develop and implement a single-use plastic reduction plan.
Reducing Chemical Use	Reduce our use of harmful chemicals.
Climate Change	Appropriately mitigate risk and adapt our operations in response to our climate risk assessment.
Education & Training	Provide staff and relevant stakeholders with education on environmental sustainability and climate change.
Sustainable Supply Chains	Practise responsible and environmentally focused procurement and develop a better understanding of the sustainability, environmental impact and credentials of our suppliers.

4.0 Our Carbon Footprint

YST is committed to achieving Net Zero emissions by 2050. An overview of our carbon emissions for Scopes 1, 2 and 3 is included in Appendix 1, plus our baseline figures for the 2023/24 Financial Year, including water usage.

5.0 Emissions Mitigation

5.1 Strategy

Our strategy to mitigate our emissions involves the following steps:

1. Understanding and measuring the emissions produced by YST (Appendix 1).
2. Putting in place emissions reduction targets (section 5.2).
3. Putting in place an emissions reduction plan (Environmental & Sustainability Action Plan).
4. Future consideration of how to offset the emissions we cannot eliminate in our operations (section 5.3).

5.2 Emissions Reduction Targets

Our emissions reduction targets are illustrated in Appendix 2. These will be reviewed annually.

Scopes 1 & 2

We have set an initial target of a 1% year-on-year reduction through to 2030.

Our ability to achieve significant reductions to our Scope 1 & 2 emissions is limited as our offices are leased. Whilst we have no direct control over the supply of utilities to the building, we will seek to advocate for more renewable energy supplies, whenever possible.

Scope 3

We have set an initial target of a 5% year-on-year reduction (per FTE) through to 2030.

We are currently measuring Category 6 and 7 emissions as detailed in Appendix 2. In future years, we will endeavour to expand this to include upstream and downstream emissions for the purchase, transportation and distribution of our goods and services.

We are committed to working with our suppliers to reduce emissions along the value chain. We aim to achieve this through:

1. Considering emissions implications when choosing suppliers.
2. Asking our suppliers to make voluntary emissions reductions within their own operations through our Supplier Code of Conduct.
3. Actively considering sustainability risks when developing new products and services.

5.3 Offsetting

Offsetting refers to the practice of compensating for, or "offsetting", the emissions produced by investing in projects or activities that reduce or remove an equivalent amount of carbon dioxide (CO2) or other greenhouse gases from the atmosphere, such as carbon capture and storage, tree planting, rewilding, or investments into renewable energy projects.

The goal of offsetting is to achieve a net-zero carbon footprint by balancing the emissions released with an equivalent amount of emissions' reductions elsewhere.

YST recognises that it is essential for us to prioritise efforts to reduce our emissions directly within our operations and processes to meet our reduction targets, rather than relying on offsets. However, to achieve Net Zero by 2050, it is likely that most or all organisations, including YST, will have to participate in offsetting in some form.

Our goal is to work towards our initial reduction targets as outlined above until 2030, and then evaluate whether offsets will be needed as part of a broader emissions strategy at that time.

6.0 Climate Change-Related Risk Assessment

We will identify the most relevant climate-related risks for YST, including whether the levels of risk in each area are increasing or decreasing, and if these present potential opportunities or require certain mitigating actions to be put in place.

The risk assessment will cover the following areas of climate-related risk as they relate to YST's direct operations, infrastructure, products and services, in the short, medium and longer-term:

1. Physical disruptions due to risks such as flooding, extreme weather events, heat waves, fire, supply chain disruption, impacts to employee health or availability of resources.
2. Transitional risks such as government legislated policy changes, emerging legislation, innovations in technology, climate change disclosure requirements or changing consumer preferences.
3. Financial risks, such as those that may occur as a result of market demand fluctuations or other economic impacts.
4. Reputational risks, such as damage to our reputation through a failure to set ambitious climate-related goals for our business.

YST's Board of Trustees has overall accountability for the management of risk and for regularly reviewing the effectiveness of our risk management systems and processes.

APPENDIX 1 - CARBON EMISSIONS

Reporting boundaries are aligned with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

Emissions calculated by PlusCarbon (FuturePlus), in accordance with the UK Government's 2023 greenhouse gas emission conversion factors, generated by DEFRA.

CATEGORY	EMISSIONS OVERVIEW
Scope 1	Scope 1 emissions are the emissions that are generated and released into the atmosphere by facilities owned and/or operated directly by an organisation. YST has no organisation-owned vehicles and does not directly produce or process anything. Our only Scope 1 emissions are emissions produced from use of gas at our headquarters at SportPark, Loughborough University. These emissions are measured as part of the overall reconciliation with our landlord (Loughborough University), available to us monthly. N.B. Our gas usage is proportionally allocated based on the percentage floor space occupied by our offices within Loughborough University's SportPark building.
BASELINE* 2023/24	13.67 tCO2e
	0.129 tCO2e/FTE; 0.135 tCO2e/£100,000 revenue.
Scope 2	YST contributes to Scope 2 greenhouse gas emissions via the consumption of electricity at our headquarters (SportPark, Loughborough University). These emissions are measured as part of the overall reconciliation with our landlord (Loughborough University), available to us monthly. N.B. Our electricity usage is directly metered into our offices within Loughborough University's SportPark building.
BASELINE* 2023/24	4.90 tCO2e
	0.046 tCO2e/FTE; 0.049 tCO2e/£100,000 revenue.
Scope 3	We will initially focus on our most significant Scope 3 emission categories: **UPSTREAM** ● Category 3 - Energy Supply ● Category 6 - employee business travel, including our Learning Academy*** ● Category 7 - employee commuting, including work from home emissions In future, we may consider including upstream and downstream emissions for: ● Transportation and Distribution of Goods and Services (categories 4 and 9) (YST resources and retail items)
BASELINE 2023/24**	254.30 tCO2e
	2.399 tCO2e/FTE; 2.518 tCO2e/£100,000 revenue.
TOTAL 2023/24	**272.86 tCO2e**
	2.574 tCO2e/FTE; 2.702 tCO2e/£100,000 revenue.
WATER 2023/24	Our water usage is proportionally allocated based on the percentage floor space occupied by our offices within Loughborough University's SportPark building.
	202.4m³ (1.91 m³/FTE; 2.00 m³/£100,000 revenue)

* usage data supplied by Loughborough University.

** data supplied by YST.

*** excludes taxi, bus, underground (considered of negligible impact).

APPENDIX 2 – REDUCTION TARGETS

