



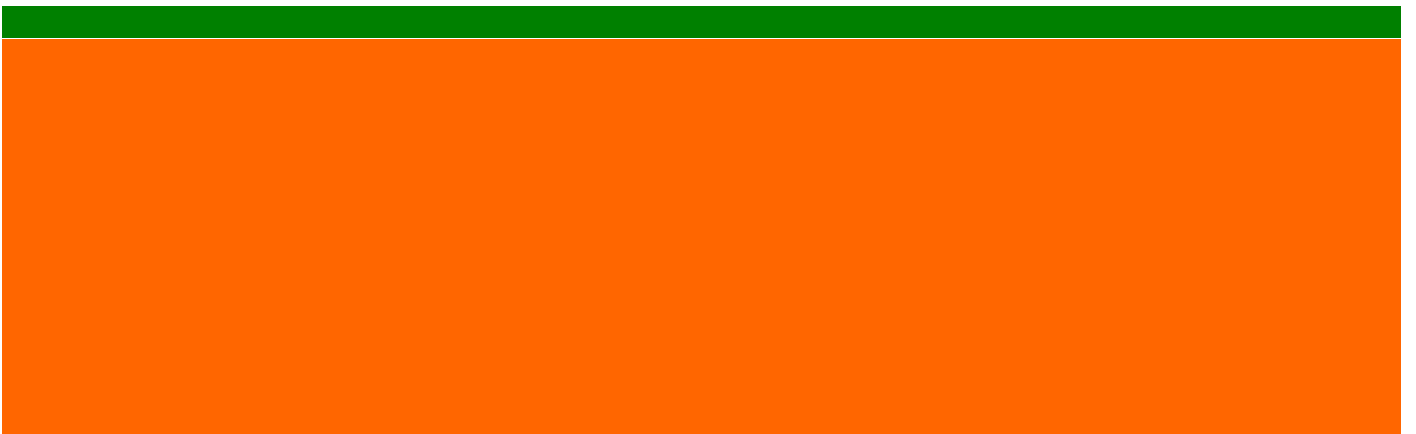
# Sustainability Policy

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Approved by the Board on 21 March 2024

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# Sustainability Policy

## Introduction

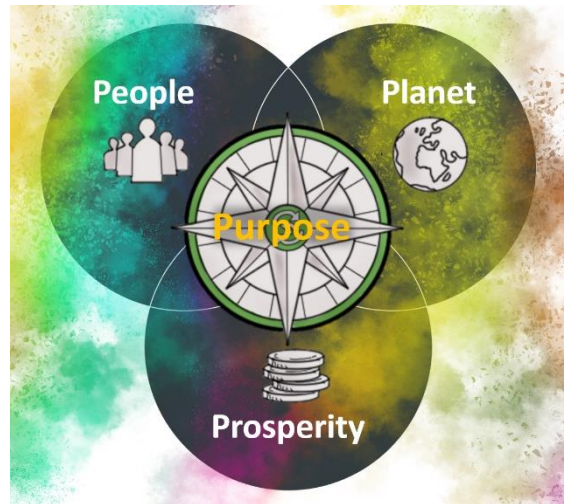
Established in April 2014, Caplor Horizons is a not-for-profit organisation.

Sustainability is central to everything we do.

- Our sustainability policy is of paramount importance to us. It informs and underpins all our other policies plus our handbooks.
- We do not have a separate “*sustainability strategy*”. Our organisational strategy is a sustainability strategy. This ensures that all our efforts contribute towards a sustainable future. We do however have a sustainability action plan which set out the specific actions we will take each year to live out our sustainability policy.
- We are humble in recognising that we can always strive to do better, as Maya Angelou says “*Do the best you can until you know better. Then when you know better, do better.*”
- We also recognise that issues relating to a sustainable future are complex and interconnected. It may involve trade-offs. Tackling one concern may have foreseen and unforeseen consequences, which may positively and negatively impact on many other issues.

Our vision is *a world where leaders deliver a sustainable future for all.*

- We define a “*sustainable future*” as one in which our 4Ps of sustainability are pursued boldly, simultaneously and effectively. These 4Ps are *purpose, planet, people, prosperity*.
- We believe “*feminist leaders*” are best placed to help bring about a sustainable future for all. This is because feminist leadership is the most overt form of leadership that addresses issues of power that are root causes of the injustices faced.
- We are inspired by ecosystem and ecofeminist approaches recognising the key of connectedness, and collaboration to bringing sustainable balance in our world. For background read our “*Essentials of a Sustainable Future*”. Also, Chapter 12, “*Sustainable Futures*”, in our book “*The Change Makers Guide to New Horizons: Organising Differently for a Sustainable Future.*”
- Our approach is informed by respected and relevant international frameworks (e.g., *the Sustainable Development Goals and the UN Global Compact*). For more on this, see the “*Foundations*” section of this policy.



Each section that follows takes one of the 4Ps in turn and provides clarity about what we will concentrate on from a policy standpoint.

## Purpose

Our purpose is our guiding compass: this compass keeps us true to our vision of a world where leaders deliver a sustainable future for all and it means that we will facilitate transformative change by...

- Being proactive about our culture for justice.
- Living our values of courage, compassion and creativity.
- Boldly, simultaneously and effectively addressing our 4Ps in all we do, internally and externally.

Within our 4P approach, purpose is at the heart and soul of the diagram.

- Urgent and transformational change is needed, especially given the environmental crisis, and a sustainable future requires us to tackle all the injustices that are inherent in patriarchal society.
- We believe that there is no change without cultural change: this is why an organisation's purpose or compass is so important and so centrally placed in the diagram.
- Our values of courage, compassion and creativity, and our culture for justice – combined with our 4Ps – are the basis for our actions to bring about a sustainable future and represent a distinctive approach.

## Our Values

We believe that our values – which are underpinned by neuroscience insights – are a simple, clear and compelling lens for ourselves and others to boldly, simultaneously and effectively address all 4Ps.

It is our policy to promote a values-driven, culturally embedded, approach for taking courageous, compassionate and creative action on the 4Ps to achieve a sustainable future for all.

- *Courageous* – We are courageous change makers committed to challenging assumptions, taking risks and having difficult conversations
- *Compassionate* – We are open, understanding and heartfelt, encouraging the nourishment of our whole selves and others
- *Creative* – We learn, think and act differently, and are innovative and resilient in an ever-changing world

## Our Culture for Justice

Our values are expressed internally through our culture, through how we do things, and through our work with our partners and clients. It is our policy to...

- Promote shared leadership and our distributed leadership approaches, especially feminist leadership approaches.
- Promote collaboration with others, working together rather than in competition.
- Engage with our membership, networks and partnerships, in so doing, helping bring people and movements together, creating dynamic strength through co-operation.
- Be committed to challenging abuses of power and calling out injustice in the many forms it manifests, in particular: gender, ecological, economic and racial injustice.

- Recognise the vital importance of decolonisation, through our mindsets and actions, and strive to take positive actions for change.

Internally our policies include...

- Ensuring our Board and core team keep true to our compass.
- Ensuring our criteria for finding new partnerships, and sustaining existing ones, will keep true to our compass.
- Ensuring focus around developing tools and resources that include using a 4Ps approach.
- Ensuring our recruitment, induction, leadership, teamworking plus review processes for Staff, Trustees and Advisors will keep true to our compass.
- Ensuring our resources and tools, including our policies and handbooks, will be made freely available with the intention of inspiring and enabling the work of others.
- Experimenting with and testing our distinctive approach towards sustainability so that we can make the biggest difference possible.

## Planet

Within the context of the environmental crisis, we particularly recognise the central importance of climate change and biodiversity loss (referred to as the “*core boundaries*” within the “*planetary boundaries*” model)

It is our policy to prioritise...

- Engaging with existing organisations working on climate change and biodiversity loss or other work that addresses the environmental crisis.
- Helping create organisations that will address climate change and biodiversity loss.

It is our policy that our highest priority will be...

- Contributing towards working with existing organisations or creating new organisations that accelerate *government led action* on the environmental crisis.

Internally our policies include...

- Mapping our path to net zero.
- Offsetting, using a responsible scheme, our estimated annual CO2 emissions.
- Minimising travel where possible, especially air travel.
- Minimising waste, including avoiding the use of paper.
- Proactively promoting more environmentally positive approaches.
- Complying as a minimum with all relevant environmental legislation.
- Reporting on our environmental impact as part of our annual impact reporting.

## People

It is our policy to prioritise...

- Engaging with organisations that work to make progress on human rights.
- Engaging with organisations that work to reduce poverty in all its interlinked and abhorrent manifestations.

Internally our policies include...

- Committing to being a feminist organisation.
- Committing to the journey of becoming an anti-racist organisation.
- Proactively promoting equality, diversity and inclusion.
- Prioritising health and wellbeing in many ways.
- Providing support to people to adhere to all our policies and handbooks.
- Abiding by legal requirements and meeting/exceeding minimum expectations related to employment and volunteer/Advisor engagement.
- Abiding by legal requirements and meeting/exceeding minimum expectations related to human rights issues (e.g., child labour and young workers, modern slavery, International Labour Organisation convention on Labour Standards, data protection, discrimination, harassment, safeguarding).

## Prosperity

It is our policy to prioritise...

- Supporting small and medium sized organisations, or larger ones that have relatively low levels of reserves, by working at reduced rates.
- Helping other organisations increase and diversify their income.
- Occasionally launching appeals related to specific activities of partners, though this is rare.

Internally our policies include...

- Managing our own finances responsibly and ethically.
- Keeping in place appropriate levels and types of insurance cover.
- Investing our reserves ethically and responsibly.
- Encouraging Staff to invest in ethical pension schemes.

## Foundations

Our policy has been informed by various international frameworks. For instance, United Nations Sustainable Development Goals (SDGs) the UN Global Compact's ten principles in the areas of human rights, labour, the environment and anti-corruption as guidelines for behaviour. These principles are derived from:

- The Universal Declaration of Human Rights

- The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption

The UN Global Compact asks organisations to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption

#### Human Rights

- Principle 1: support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

#### Labour

- Principle 3: uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

#### Environment

- Principle 7: support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

#### Anti-Corruption

- Principle 10: work against corruption in all its forms, including extortion and bribery.