



Protran House, Boundary Road, Black Rock, Brighton BN2 5TJ  
Tel 01273 681 681 : Email [hello@thebiglemon.com](mailto:hello@thebiglemon.com)

## **Sustainability Policy and Climate Emergency Action Plan**

### **I. Policy Statement**

#### **What is Sustainability?**

Sustainability is a way of fulfilling the needs of today without compromising the needs of future generations. Many discuss it in terms of environmental, social and economic well being – meeting the triple bottom line. This reflects the reality that the bottom line is not just about money, but about quality of life. The environment and the community should not be seen as separate issues – by protecting the environment we also enable a better quality of life for many members of the community.

#### **Aims of the Company**

The founding objectives of The Big Lemon are to:

- encourage people out of their cars and onto public transport;
- provide those without cars the freedom to get around;
- reduce the negative effects of transport on the environment

#### **Mission Statement**

*Our mission is to enable everyone to get around their community in an affordable, enjoyable and environmentally-sustainable way.*

#### **Our 2030 Vision**

Our vision is that by 2030 every community in the UK has access to affordable, sustainable transport, using zero-emissions vehicles powered by renewable energy and owned by the local community

#### **We believe...**

- Climate change is a serious threat to the quality of life on earth and we must change our behaviour significantly and quickly if we are to stop irreversible damage to our planet, its ecosystems and the people which depend on them.
- The most effective way to bring about change is at a local level, engaging with the local community and empowering people to make a difference to their lives, their community and the environment.
- The constant pressure on corporations to grow and increase their power inevitably leads to the exploitation of staff, communities and the environment, and what we need is business on a human scale with local, community-focussed enterprises providing goods and services to people who know and trust them.

#### **Aim of this Policy**

The aim of The Big Lemon's Sustainability Policy is to ensure that we always remain true to the ideals upon which we were founded and continue to find new ways to engage with the local community to

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minimise the negative effects of transport on our world and make a meaningful contribution to the fight against climate change.

Specifically, we aim to:

- Use resources sustainably;
- Reduce pollution;
- Ensure we do not contribute to loss of biodiversity at home or abroad
- Engage and empower the local community to improve their bus services;
- Increase the health of the local community through encouraging healthier transport habits;
- Encourage sustainable procurement throughout our supply chain
- Develop a business model that encourages all stakeholders – shareholders, staff and the local community – to work together to achieve the aims of the business;
- Work with other businesses to pioneer new initiatives together to further our aims;
- Raise awareness of sustainability to inspire staff, customers, suppliers, partners, other organisations and the community at large to take action for a better future.

### **Guiding Principles:**

- To comply with, and exceed where possible, all applicable legislation, regulations and codes of practice.
- To put sustainability considerations into the heart of all our business decisions.
- To ensure that all staff are fully aware of our Sustainability Policy and are committed to implementing and improving it.
- To minimize the impact on sustainability of all office and transportation activities.
- To make clients and suppliers aware of our Sustainability Policy, and encourage them to adopt sound sustainable management practices.
- To review, annually report, and to continually strive to improve our performance with respect to sustainability.

### **Method**

We will develop action plans to implement the aims set out here, and ensure that all our policies, plans and procedures are compatible with this Policy.

For each of the aims outlined above we will:

- measure our performance;
- set targets to improve it;
- implement these targets;
- continuously review and improve performance.

**Signed:** 

**Date: 22 August 2021**

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## **II. Climate Emergency Action Plan 2021**

### **Putting our climate at the heart of decision-making**

Our goal is to ensure that our climate and nature restoration goals are front and centre in all decision-making and investments, and inclusive engagement with stakeholders ensures that the changes made are sustainable.

#### ***We will:***

1. Continuously check all our decisions as to whether they help or hinder efforts to tackle the climate and biodiversity emergency.
2. Publish an annual report on progress in meeting climate change and nature targets.
3. Set measurable targets for our organisation to rapidly reduce our carbon footprint.
4. Align all our organisational plans, policies and guidance with our climate and sustainability goals, including areas such as procurement and infrastructure development.
5. Review and improve how we involve staff and other stakeholders in our existing decision-making processes.
6. Work with partners to implement the recommendations of the Brighton & Hove Climate Assembly on Transport.

### **1. Raising money**

Our goal is to have sufficient resources to invest in the changes needed to restore nature and meet climate goals, so that we can reap the dividends and deliver our fair share of reduction in greenhouse gas emissions.

#### ***We will:***

7. Introduce workplace car parking charges to fund and encourage sustainable transport, particularly measures that allow staff to travel safely and sustainably to work.
8. Raise money for low-carbon infrastructure, particularly electric vehicles and infrastructure to charge them with renewable energy.
9. Invest 10% of annual surpluses in climate action and include these in our annual report.

### **2. Premises**

Our goal is to ensure our premises are energy-efficient and low carbon.

#### ***We will:***

10. Install insulation and other measures to improve the energy efficiency of our offices and workshops
11. Use reclaimed and second-hand furniture and fittings where possible
12. Reduce the amount of power we use in our buildings by using low energy LED lighting, low energy computer equipment, and turning everything off when not in use

### **3. Transport**

Our goal is to significantly and rapidly increase the proportion of people that travel to work by cycling, e-bikes and walking, as well as public transport.

#### ***We will:***

13. Discourage private car use and encourage car-sharing by charging for car parking on site
14. Encourage cycling to work by providing safe and secure cycle parking facilities, and shower facilities where possible.
15. Encourage use of public transport by providing staff passes for travel on all buses in Brighton & Hove
16. Deliver a rapid transition of The Big Lemon's fleet to electric vehicles.

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#### **4. Power**

Our goal is to support the growth and use of renewable energy, ensure energy is not wasted, and prevent the development of new fossil fuel extraction.

***We will:***

17. Use renewable energy to power our offices and charge our vehicles
18. Install renewable energy systems such as solar thermal, PV or heat pumps in our depot
19. Reduce energy use wherever possible

#### **5. Waste**

Our goal is to be a sustainable consumption and zero-waste area, where all waste is minimised, recycled or reused as part of a circular economy approach.

***We will:***

20. Aim to send no waste to landfill or incineration.
21. Use food waste according to the food waste hierarchy of prevent, reuse, recycle. Ensure remaining non-recyclable biodegradable waste is used to generate biogas.
22. Adopt circular-economy waste policies in relevant plans and contracts.
23. Promote community sharing and reuse to reduce waste and unnecessary consumption.
24. Ban the use of single-use plastic in our offices and premises.

#### **6. Education and Partnerships**

Our goal is to encourage and support other organisations with their contribution to addressing the climate and nature emergency.

***We will:***

25. Tell our story as widely as possible and encourage the shift to electric vehicles and renewable energy
26. Share relevant data with other organisations to help the bus industry transition to net zero.
27. Take opportunities to speak to business networks, community groups, schools, colleges and other organisations to inspire others to take action to combat the climate emergency

#### **7. Land use and Biodiversity**

Our goal is to ensure everyone has access to nature in nearby green spaces and to restore nature to help draw down carbon pollution from the atmosphere.

***We will:***

28. Take part in community clean-ups and litter-picking in our community
29. Commit 5% of our depot area to green space and wildlife to improve staff well-being and support biodiversity
30. Plant 1000 trees by 2030

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