SUSTAINABILITY STRATEGY

LINK GROUP OF COMPANIES











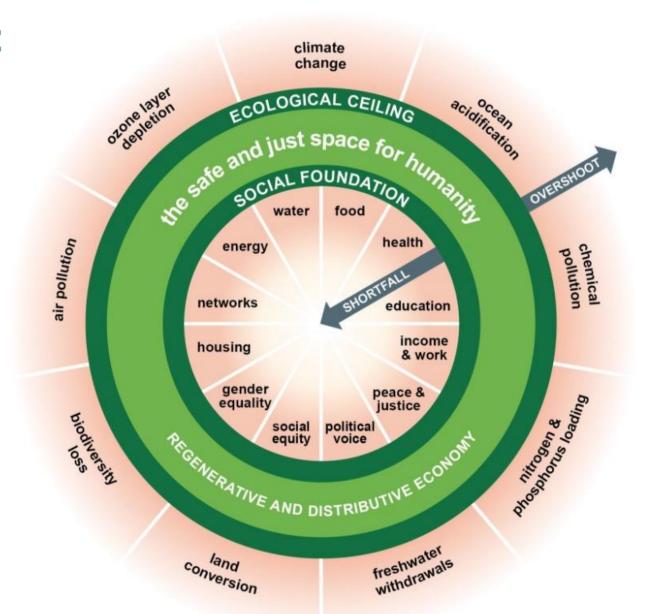




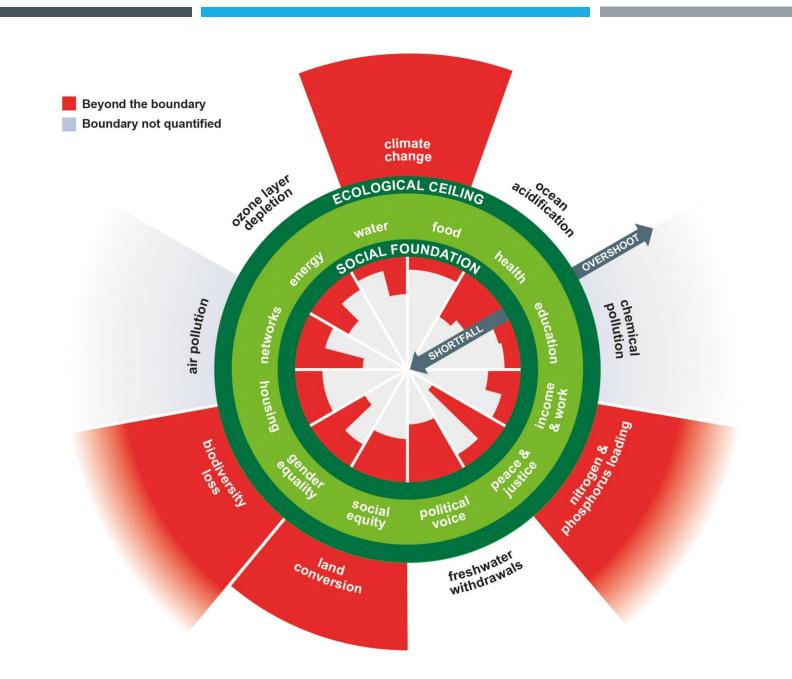
"meeting the needs of the present without compromising the ability of future generations to meet their own needs."

UNITED NATIONS, 1987

The Doughnut



Kate Raworth (2017)



NATIONAL PERFORMANCE FRAMEWORK

OUR PURPOSE, VALUES AND NATIONAL OUTCOMES









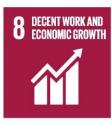
































LINK'S APPROACH TO SUSTAINABILITY

UNDERPINNING OUR APPROACH TO SUSTAINABILITY WITH OUR VALUES

Responsibility: We all take responsibility for our actions.

Empathy: We work hard to understand how people feel as individuals and treat them with dignity.

Social impact: We strive to ensure there is a positive social impact from our activities & work with others who share our aims.

Participation: We are proactive in providing opportunities for people to engage with us and help us improve our services.

Equality: We are all equal and different and we aim to provide inclusive environments for work and for living.

Challenge: We challenge ourselves and others towards excellence and innovation in all we do.

Transparency: We strive to be open and honest about what we do and how we do it.

LINK'S VISION FOR SUSTAINABILITY

Link aims to be a leader in the development of sustainable communities through the consideration of social, economic and environmental goals in all aspects of decision making, partnership development and delivery.

LINK'S SUSTAINABILITY MISSION

We will maximise the difference we can make to society by making decisions that reduce poverty and environmental impact, whilst increasing wellbeing and opportunity.

STRATEGY DEVELOPMENT PROCESS

Direction

- Strategic Vision and Mission Agreed with Sustainability Governance Group
- Formulation of Staff Working Group (SWG)

Context

- PESTLE Analysis (SWG Exercise)
- Stakeholder Prioritisation (SWG Exercise)
- Staff Survey

Application

- Commissioned a Carbon Baselining Exercise for LHA
- SWOT Analysis (SWG Exercise)
- Convergence with UN SDGs and NPF

Action

- Consolidation of Group Exercises into Draft Strategy
- Staff Engagement
- Final Sustainability Strategy Agreed





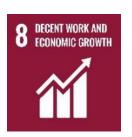
















Support for Care Leavers

Trauma Support

Benefits Advice

Employability Support Support for Older People

Homelessness support

Fuel Poverty

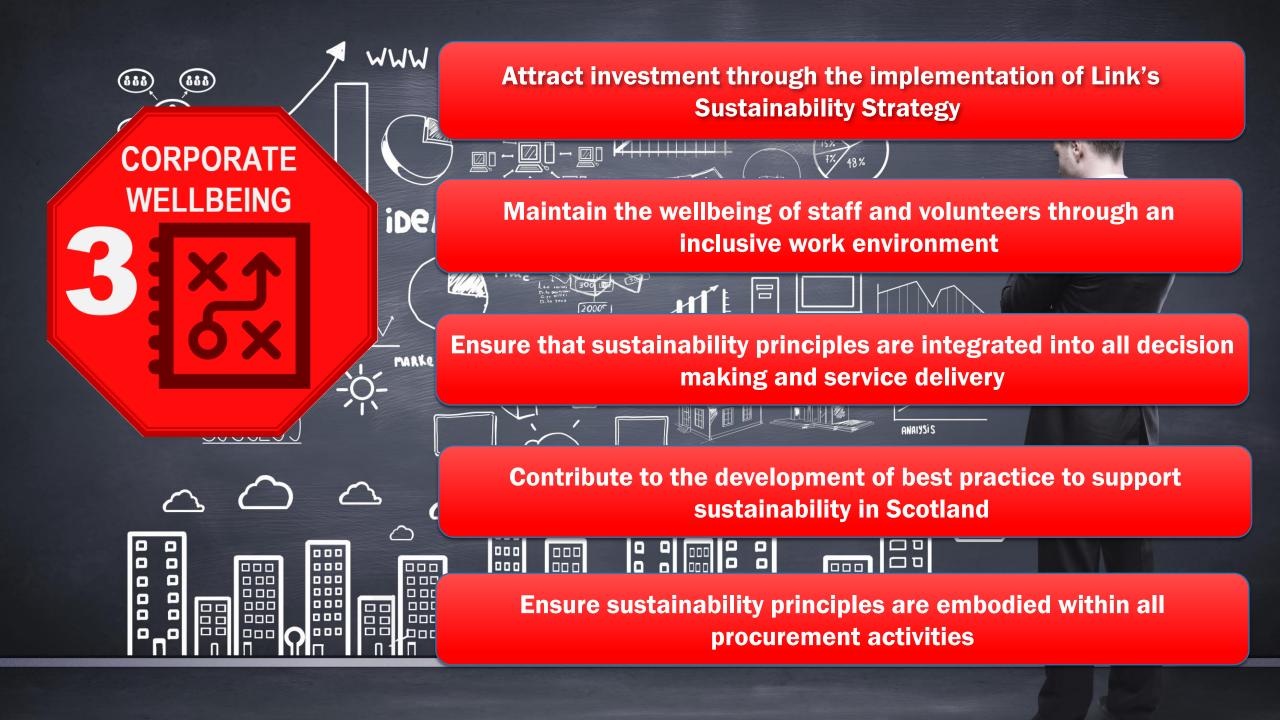
Money Advice

Digital Inclusion

Support for Young People

Housing Support Inclusive Design/Adaptations

Mental Health Support





ESG ACCREDITATION AND BORROWING

- Link is a Certified Sustainable Housing Company through Ritterwald
- Link has recently adopted the Sustainability Reporting Standard (SRS)
- A Sustainability Report based on Global Reporting Initiative (GRI) standards will be produced in 2022
- Link's sustainability status has recently enabled £80M Scottish Widows funding





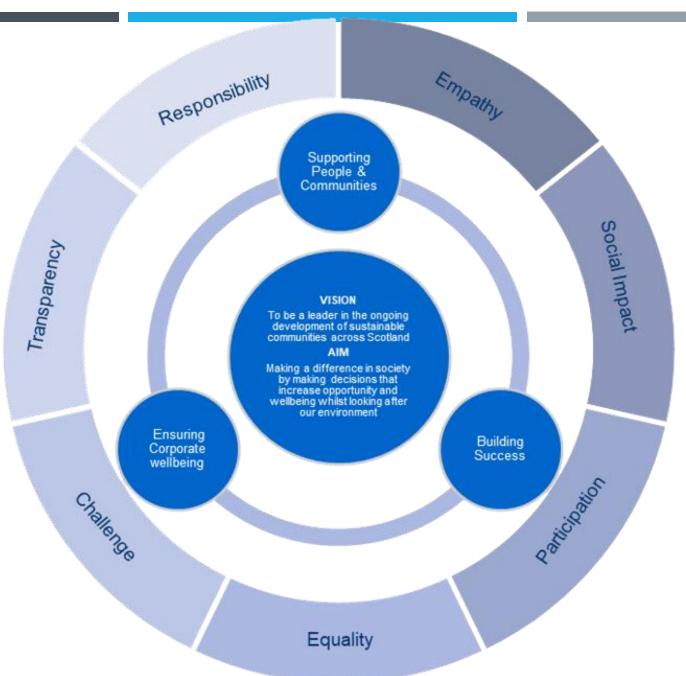
Sustainability Governance Group (SGG)

Link Sustainability Team

Sustainability Working Group

Business Areas/Partners

Link Group
Business
Sustainability
Plan



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