

A photograph of a man carrying a young child on his back. They are in a lush, green forest. The man is wearing a checkered shirt and the child is wearing a blue jacket. The scene is bright and natural, with sunlight filtering through the trees. A large red circle is partially visible on the right edge of the image.

# **Environmental Policy**

**Sustainability is a need to do and not an option**

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## **A letter from our founder and M.D; Pete Starr.**

### **“It’s only one plastic straw, said 8 billion people”**

In 2021, my daughter came home from school and shared this. This really stuck with me and inspired me to begin our journey here at Chilli; to have a positive impact on our planet.

This is what we’ve done so far:

- ❖ in 2020/21 we reduced our recorded Scope 1, 2 & 3 emissions by 17% (1,385 kg Co2e)
- ❖ in 2021/22, we achieved a 67% reduction from our benchmark year
- ❖ In 2022/23, we worked hard to identify and action further Scope 3 reductions
- ❖ In 2023/2024 we achieved a 25% reduction from our benchmark year

We maintained our accreditation from the Good Business Charter and all our staff are Carbon literate through the Carbon Literacy Project. Whilst carbon reduction remains our priority, where this hasn’t been possible, we’ve planted over 10,000 trees and offset 108.23 tonnes of Co2e so far to off-set the residual impact meaning we have a net -72.58 tonnes of Co2e impact.

But we’re not stopping there.

We recognise that while the Green industry is full of purpose driven people who want to save the planet, it lacks people development skills. So, in 2023, “wayvie” was born as part of the Chilli group and is dedicated to developing people in Green businesses and teams to be brilliant, making a difference to industry and ultimately our planet.

In this report we have set out our commitments of how we’ll operate with sustainability at the heart of our business.

I would like to thank James Staniforth at Sustainable Business Services along with future net zero who provide relevant reporting.



**Peter Starr**  
**Managing Director**



# Policy

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Committed to realise a sustainable, diverse, low carbon future.

Our policy is to reduce the impact of Chilli's operations on the environment. The goal is to promote sustainability and environmental awareness at all levels across the company.

This policy covers all of Chilli's business activities.



# Our approach

We recognise that working in the training and development industry, our own footprint is relatively low which is why we want to take our impact further and support our clients through the training and development process.

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## 1. Measure

We partner with a number of environmental organisations to support their work on climate change.

One of which; Sustainable business Services, supports us measuring and analysing our carbon footprint.

We have begun with our organisational footprint and will move forward with scope 3 and supply chain reporting in 2024.

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## 3. Customer

We recognise our services impact the footprint of our customers and will:

- Act as our clients sustainability champions
- Promote net-zero and sustainability across all business services and products
- Develop a bespoke carbon assessment tool to support our clients understanding of the impact of our training.

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## 2. Net-Zero

Our company recognises the importance of making a full and lasting commitment to reducing green house gases and impact on the environment.

We will follow the IEMA Green House Gas Hierarchy of Eliminate – Reduce – Remove and Compensate carbon from all business operations.

Chilli made its pledge to UNFCC Race to Zero Campaign on 8 April 2021.

To ensure our targets are met we will;

- Continue to be a carbon positive business by removing more emissions than we emit.
- Promoting and developing services to support staff and customers net-zero ambition
- Measure the impact of delivering our services.

# Our approach continued

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## 4. Travel

We consider with every training engagement the most effective use of learning media in balance with environmental impact.

Where travel is required, train is preferred and where not possible, we endeavour to use electric vehicles.

Should air travel be required, we will look to use responsible airlines and/or include each specific trips impact.

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## 5. Waste

We are preventing pollution and reducing consumption of resources through waste management strategies that promote waste minimisation re-use, recovery and recycling, as appropriate.

All our office furniture and I.T equipment will be acquired through refurbishment/recycling providers wherever possible.

We incorporate energy efficiency measures into the company's facilities and promoting efficient energy use in all areas of business activity.

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## 5. Improvement

We have appointed a sustainability partner to further support our ambition, with continual improvement and management of our data. To ensure we meet and exceed our ambitions we will;

- Monitor & measure performance against objectives
- Review objectives for continual improvement
- Review the environmental performance of suppliers and partners.

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## 6. Offsetting

Chilli have partnered with Ecologi to offset and remove more emissions and enable us to be a net-positive business.

At the time of writing this Chilli have offset 108tCO<sub>2</sub>e and planted over 10,000 trees.

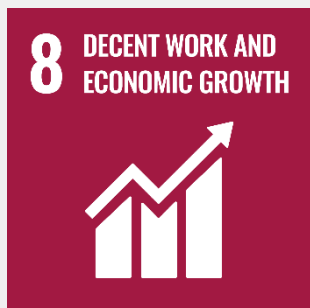


# United Nations Sustainable Development Goals (SDG's)

By supporting our staff, customers and communities to maximise their sustainable impact through education and action, we are ourselves meeting and supporting them meet a number of the United Nations Sustainable Development Goals:



By offsetting ours and our clients unavoidable emissions through our partners at Ecologi we invest in a range of projects and communities, that are certified at the highest level by Gold Standard that contribute further to the following SDG's:





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