Welsh Rugby Union Group Sustainability Policy

Introduction

The Welsh Rugby Union Group is dedicated to integrating sustainability into all aspects of our operations. This policy outlines our commitment to environmental stewardship, social responsibility and economic viability, ensuring a balanced approach to our sporting and business activities and the impact that they may have.

We undertake to discharge these duties to the best of our ability, complying with all legislation and being true to sustainable values and not seeking alternatives for convenience.

We will work with external organisations to seek guidance and assist us in ensuring that we meet all of the challenges now and for the future and find a way to meet the aims of this policy.

Objectives

- Minimise environmental impact through sustainable practices.
- Promote social responsibility within our organization and the community.
- Ensure economic viability while pursuing sustainability goals.
- Foster a culture of continuous improvement in sustainability.

Scope

This policy applies to all operations, employees, suppliers and contractors of the Welsh Rugby Union Group.

How will we approach sustainability?

This will be done by adopting twelve key principles that will enable us to review and assign development targets across the group and to be able to report on our performance where required. We are approaching sustainable development through the adoption of 12 principles that are aligned to the United Nations Sustainable Development Goals.

These are:

Environmental

Energy and emissions

To minimise greenhouse gas emissions from all sources including buildings, equipment and other operational sources, including emissions from non-energy sources such as refrigeration.

Net Zero

The Welsh Rugby Union intends to achieve net zero carbon consumption by 2050 so far as is reasonably practicable. The Welsh Rugby Union recognises that it has a domestic responsibility to ensure the reduction of carbon generation and the reduction of the impact of its operation on climate change, whilst also acknowledging that the nature of the international game and other events bring with them; team travel and spectator travel have an associated carbon footprint.

The Welsh Rugby Union does not believe that carbon offsetting is a viable solution to reaching carbon neutrality, as the carbon is still being produced at source and has not be eradicated. Therefore the Welsh Rugby Union will not be partaking in carbon offsetting or carbon credit schemes, rather it will be working in a transparent and realistic way to reduce its carbon footprint in an open and honest manner.

We will also be working with our partners, suppliers, contractors and customers to move towards a net zero environment.

Waste Management

To minimise the generation of waste by reduction at source. All unavoidable waste to be reused, recycled or recovered - accepting that there is likely to be some waste that will be sent to incineration or energy production - but committing to keep this to a minimum where possible.

Water and Effluents

To use water efficiently and effectively, to dispose of wastewater appropriately, avoiding watercourse pollution and to design buildings and hard landscaping surfaces to avoid local issues such as flooding.

Materials and Chemicals

To use sustainable, healthy, non-toxic products and raw materials with low embodied energy which are sourced locally and made from reusable, recyclable and/or recycled resources.

We will seek to find alternatives to single use materials in all areas of the business and ensure that all materials have a planned life and pre-planned safe disposal route embracing the waste management principles.

We will ensure that all projects are planned to incorporate a full lifespan from development, install and commissioning to ensure that all costs are planned and final disposal of any related equipment is incorporated into the original project plan.

Encourage all of our suppliers to use sustainable materials and production techniques.

Transport and Travel

Recognise that Welsh Rugby Union Group events attract an audience from around the globe and it is not always possible to prevent travel, but where possible minimise the impacts of transport and travel by reducing journeys and using low and zero-carbon transport and travel options.

Food and Drink

To reduce the impact of food and drink production, use and disposal by choosing local, seasonal, high-welfare and organic produce; minimising waste and, where waste is unavoidable, segregating and disposing of waste in a positive or low-impact way; and subsequently redistributing unused food and drink where possible.

Biodiversity and Habitats

To encourage and protect biodiversity and wildlife habitats through appropriate land use, management and integration into the built environment.

Social

Accessibility and Equality

To provide facilities and services that are physically accessible to all and to provide a welcoming atmosphere to all with knowledgeable, confident staff, whilst meeting the requirements of guidance and legislation so far as is reasonably practicable.

Healthy Options

To give opportunities to staff, fans and other visitors to improve their physical and mental well-being, including healthy food options and opportunities for active travel.

Engagement and Education

To engage with, and respond to the needs of, communities of interest at all levels from local residents to global fan bases. This includes groups such as disabled spectators.

Economic

Procurement and Employment

To incorporate economic, social and environmental considerations into all procurement and employment decisions including life-cycle comparisons, end-of-life disposal, employee conditions and fair-trade status. Incorporating sustainability requirements into all supplier contracts.

Economy and Community

To support and have positive impacts on the local economy and local community, including community engagement.

Monitoring and Reporting

We will develop key performance indicators (KPIs) to track sustainability performance.

Regularly monitor and report on energy use, emissions, waste, water and social impact through the ESOS and SECR reporting mechanisms.

Publish an annual sustainability report detailing progress, challenges and future plans in the Welsh Rugby Union annual report.

Review and Continuous Improvement

This policy will be reviewed annually and updated as required to reflect advancements in technology, regulatory changes and evolving best practices. Feedback from stakeholders will be incorporated to ensure this policy remains relevant and effective.