

Investec Bank (Channel Islands) Limited – Team Green

Investec Bank (CI) Ltd employs approximately 100 staff in our Guernsey office. We have been aware of the impact that we make on our environment for many years and have been pro-active and successful in our approach to educate and change behaviours of our staff with regards our impact on our environment. However, we recognise that this is a work in progress. We are working hard to weave environmental, social and governance (ESG) considerations into our business strategy and our day-to-day activities.

Our environmental initiatives are co-ordinated and communicated by a group of Investec employees and contractors passionate about the environment called Team Green. The group, which was established in 2005, is led by our sustainability team based in London and is made up of 115 volunteers, across 27 of our offices including the UK, Ireland, Channel Islands and Switzerland. Team Green runs coordinated national campaigns as well as local events.

At Investec we believe that a business is only sustainable within a healthy natural environment and we work hard to reduce our carbon footprint. Our operational environmental programme focuses on six key areas of sustainability: energy, waste, water, air quality, sustainable procurement and sustainable travel.

We are committed to a net-zero world. On the environmental front, we are proud to have achieved net-zero direct emissions for since 2019.

What can we do locally to help achieve our sustainability goals?

We have produced checklists to enable us to monitor and identify areas for improvement. Examples of checklists can be found on the GGF website, these can help your organisation improve your own sustainability programme – please [click here](#).

Reducing Energy Usage

Investec Guernsey's Energy Management System, along with Investec UK's, is certified to the international energy standard ISO50001 since March 2018. We report our monthly electricity usage into a global central system which enables us to calculate our annual carbon emissions.

First and foremost our aim is to reduce our consumption - some of the ways we do this are:-

- Procuring energy efficient electronic equipment, and sleep-mode enable them
- Ensuring our lights are on timers, and have motion sensors. Changing to LED lamps.
- Placing timers on coffee machines, water coolers etc. and ensuring they are disabled over weekends.
- Air-conditioning on timers and switching off out of hours.

Managing our Waste

Our waste policy's ambition is to ensure none of our waste goes to landfill. However we know that we are on a journey and need to work with local suppliers and our waste contractors to ensure that happens. We follow the waste hierarchy when dealing with our waste. We try to source and promote reusable alternatives to disposable products. Some of the initiatives we have promoted locally are:-

- Provide reusable takeaway Keep Cups/Bamboo Cups to all staff. Many of our colleagues like a takeaway coffee and so we encourage the use of these reusable cup-on-the-go to reduce disposable cup wastage.
- We segregate our food waste, cardboard and glass to reduce black bag waste. Our contractors, Island Waste, assure us they re-cycle our black bag waste as far as possible.
- Batteries – we have a central re-cycling battery point and encourage staff to bring in batteries from home – advising them that these can be hazardous if disposed within black bag waste.
- Crisp Packets – we collect all empty crisp packets and send them direct to Walkers Crips by Freepost who arrange to re-cycle them.
- We donate unwanted furniture and computers to charity wherever possible. When this is not possible we re-cycle as much as we can.

Business Travel

We look to reduce the need to travel for business by promoting the use of video conferencing, Teams and online meetings. We incentivise active travel to work schemes, such as cycling to work, walking to work and using public transport. We know that it is not possible for people to always look at alternative ways to travel but we encourage staff to try and include an alternative way once or twice a week. We include our travel footprint under scope 3 of our annual carbon footprint. Some of our local initiatives include:-

- We issue Puffin passes to all local staff to encourage bus use rather than individual vehicles.
- We provide showers for staff who wish to cycle, walk, or run to the office, and provide fresh towels along with staff lockers for those who wish to store changes of clothes.
- We run staff engagement campaigns to educate our staff on environmental best practice behaviour, encouraging them to get involved through incentives.

Water

We recognise that water is a vital resource. To coincide with the annual World Water Day we have run several initiatives to raise awareness of the importance of water conservation and how with a little bit of care and thought we can change our behaviours and save some of this precious resource. Living on

an island we are additionally aware of the impact that single-use plastic is having on our natural environment and we have participated in local litter and beach cleans to rid the island of plastic waste.

We have also raised awareness amongst our colleagues of how much water is used in the production of everyday items such as clothes, and have run campaigns aimed at reducing the number of clothes we buy, and encouraging clothes-swaps.

Ideas that have worked for us has been the use of pledges - click [here](#) for example pledge template – in some of our campaigns. Staff pledge and agree to change the way they behave and in return we offer them a small incentive such as a free water bottle or shower timer. Some of our other initiatives are listed below:-

- We offer free, re-fillable water bottles to staff to discourage the use of throwaway cups and the purchase of single-use bottles of water.
- We only run dishwashers in the office when they are full
- We offer shower timers to encourage our colleagues to reduce the time they stay in the shower to 4 minutes. We have also set our in-house showers to low flow.
- We have placed water-reduction 'water hippos' in the older toilets
- Filtered water is available to staff and clients, reducing plastic packaging/deliveries

Air Quality

Perhaps in Guernsey we are less aware of the devastating impact of traffic on air quality, but we know from local research there are hotspots here, mostly in built-up areas in St Peter Port where the air quality is poor, particularly during peak travel times. With the help of our colleagues in the UK we ran our Breathe Easy Campaign, which was promoted Active Travel, focusing on alternative ways to travel to and from the office instead of driving, such as cycling, running, walking while taking greener routes away from the main roads, and exploring local green spaces where the air is cleaner. The wellbeing benefits of being in green and open spaces have been brought home to everyone during the past 18 months of the Covid pandemic.

Sustainable Procurement

We have been reaching out to our 3rd party suppliers to establish their approach to sustainability for some time. We endeavour to source goods and services in a way that achieves value for money on a whole life basis, that is considering not only the process but also ensuring that the sourcing and disposal of materials is sustainable, and that the people involved are treated fairly (free from modern slavery). Our procurement process includes social and environmental clauses. We support the international agenda to abolish human trafficking, slavery, forced and child labour.

We recognise that our procurement and supply chain practices are a vital link in our efforts to be a sustainable business. We aim to evaluate our suppliers' performance against our business standards, at least every three years.

Our group procurement policy incorporates standards on human and labour rights, environmental and anticorruption principles as set out in the UN Global Compact.

Upcoming Initiatives

We are planning a Sustainable Fashion event in our office in September, raising awareness around the devastating environmental and social impacts of fast fashion.

Meat Your Match and Meat Free Days

In June, we ran a Meat Your Match campaign with our UK-based environment behaviour change partner HUBBUB. This highly engaging campaign was built around the move to consuming less but better quality meat, while increasing our reliance on plant-based food, noting the impact meat consumption has on the environment. We are planning to organise regular Meat Free Days which will provide our colleagues with more ideas for healthy and nutritious meat-free options for their lunch boxes.

Waste

We continue to work with our colleagues and our co-tenants, and with our waste partner Island Waste to ensure we follow the waste hierarchy of avoiding, reducing, reusing and recycling as much waste as possible.