WALKING THE TALK

Business in the Community's (BITC) values commit us to be focused, passionate, pioneering, collaborative, and to act with integrity. We strive to ensure that what we do internally is aligned to the asks that we make of our members. 'Walking the Talk' is fundamental to all we do and it is our internal terminology for our work in this area.

Environmental Sustainability

At BITC, we want to ensure that the actions we take are done with environmental sustainability in mind. Internally BITC makes its commitment to the environment with leadership from the Senior Management team delivered through the Eco Team. The Eco Team has introduced an Environmental Policy and a range of initiatives to have a positive impact on the environment, some of these are outlined below.

We have an Environmental Management System certified to BS8555 Phase 3.

BITC has signed the Climate Action Pledge with a public commitment reducing our scope 1 and 2 GHG emissions by 50% by 2030.

NI ENVIRONMENTAL BENCHMARKING SURVEY.

BITC has achieved GOLD in the Survey since 2015.



To reduce and manage our environmental impact we have introduced the following initiatives:

Energy Management

- Switch off policy for lights and electrical equipment
- Monitoring of electricity and gas consumption
- Upgraded all lighting in the office to LEDs
- Removed the server and moved to the Cloud

Waste Management

- No desk bins
- We have recycling facilities for:
  - Plastic
  - Paper
  - Cardboard
  - Metals
  - Organic/food waste
  - Glass
  - Batteries
  - Toner cartridge's
  - IT equipment

Travel

- Financial incentive for car sharing for business travel
- Financial incentive for bicycle miles for business travel
- Cycle to work scheme and season loan tickets for public transport available to staff
- Hybrid working model for all staff
- Virtual meetings (Microsoft Teams & Zoom installed on all PCs)
- Business travel - car, air, taxi and car sharing miles are monitored.

Resource Use

- We have developed an Environmental Procurement Policy
- Ongoing investment in IT equipment such as Surfaces, iPhones, laptops
- Use of Office 365 and its tools including SharePoint, CRM and Teams which reduce the need to print
- Purchase from local suppliers where possible
- Energy efficient equipment purchased
- FSC-certified paper purchased, and paper consumption monitored

Biodiversity

Bridge Community Garden opened in 2014. It was created to transform a derelict car park into a green space for the locality.

- BITC signed up to the All-Ireland Pollinator Plan in 2022 – as a business supporter we agree to:
  - Protect existing pollinator habitats through reduced mowing.
  - Ensure pollinator friendly planting using native plants/trees/shrubs.
  - Providing nesting habitats for insects (& feeding for birds)
  - Reduced pesticide use

Key Achievements in 2024/25

- BITC staff currently work on a hybrid working pattern which has resulted in a reduction in energy use and waste generated at the office.
- There has been a culture change in how we operate our business with unnecessary commuting avoided as most of our meetings now take place online.
- While face-to-face events returned in 2022, we aim to reduce environmental impact with the use of our responsible procurement policy.
- BITC has developed and implemented a Carbon Reduction Plan into the business.
- All BITC staff are trained in Carbon Literacy and Biodiversity.

With our continuous work on our community garden, we have successfully welcomed our first resident.



We use 2018-19 as our reference point (baseline year) to compare current figures against which you can see below.

66% ↓ Reduction in business miles travelled per employee

34% ↓ Energy consumption reduction at our office since 2018

85% ↓ Reduction in waste produced by our office since 2018





Business in the Community
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