**Environmental Impact Module Summary**  
Environmental sustainability is critical in addressing climate change, supporting community health, and enhancing organisational reputation. Businesses that prioritise environmental impact demonstrate a commitment to ethical practices, employee wellbeing, and sustainable growth. Proactive environmental measures help mitigate climate change effects, improve physical and mental health, and reduce absenteeism, ultimately benefiting both employees and the organisation.

Gaining the Thrive at **Work Environmental Impact Module** showcases an organisation’s dedication to reducing its carbon footprint, promoting sustainable practices, and fostering a healthier, more sustainable workplace environment.

**Key Areas and Actions**

**Active Travel**  
*Promoting sustainable commuting options benefits employee health and reduces pollution.*

* Encourage Cycling and Walking: Incorporate active travel into policies, such as flexible working hours or cycling mileage rates.
* Provide Facilities: Install bike racks, lockers, and showers to support active travel.
* Raise Awareness: Host events like Cycle to Work Day or share resources such as local maps and bike-share information.

**Carbon Footprint Reduction**  
*Reducing emissions lowers costs, mitigates climate impacts, and enhances organisational sustainability.*

* Conduct Energy Audits: Identify areas for improvement and implement solutions, such as switching to renewable energy tariffs.
* Engage Employees: Launch initiatives like Green Champions or Carbon Literacy Training to build awareness and foster behaviour change.
* Sustainable Practices: Encourage water conservation, use of sustainable materials, and "reduce, reuse, recycle" waste policies.

**Ethical Procurement and Community Engagement**  
*Fostering local partnerships and ethical practices reduces environmental impact and strengthens community ties.*

* Develop Policies: Prioritise local, sustainable suppliers and advocate for Fairtrade or recycled products.
* Community Initiatives: Host activities like tree planting or litter picks to engage employees and the community.
* Collaboration: Share best practices with other organisations and advocate for green initiatives.

**Why This Matters**

* Sustainable practices demonstrate an organisation’s commitment to ethical and environmental responsibility, enhancing its reputation.
* Promoting active travel and reducing emissions improve employee health, motivation, and productivity.
* Ethical procurement and community initiatives foster trust, strengthen relationships, and reduce environmental impact.
* Achieving the Thrive at Work award for Environmental Impact highlights the organisation’s dedication to creating a healthier, more sustainable future.