

## Environmental Policy

<b>Date of last review</b>	August 2025	<b>Reviewed by</b>	Head of Foundation
<b>Date of next review</b>	August 2027	<b>To be reviewed by</b>	Head of Foundation

### 1. Environmental Policy

At Cambridge United Foundation, we recognise that our operations have an impact on the local, national, and global environment. As a consequence of this the Foundation are committed to taking steps where practicable to minimise any adverse impact that we may have on the environment.

### 2. Legislation

The Foundation aims to meet, and where possible exceed, the requirements of all relevant environmental legislation. We will regularly revisit compliance with legislation and in doing so aim to improve our environmental performance wherever economically practical.

### 3. Areas of Impact

Significant environmental impacts at the Stadium have been categorized into priority areas: energy, waste, water, transport, procurement, marketing and communications, and stadium improvements and development. The Football Club works with internal stakeholders including our contract partners (in particular catering, cleaning and waste management) and external stakeholders (including Cambridge City Council) and Sponsors and has a sustainability group that reviews the Club and Foundation's performance.

#### 3.1 Waste Minimisation

The Foundation realizes that sustainable waste management is a key element of our joint environmental strategy. As such we undertake to recycle materials wherever possible and to reduce the production, use and disposal of any material that is not reusable. We will try and work with our suppliers to ensure that they recognise and reduce the environmental impact of their products and transportation. Furthermore, we will aim to adopt the use of recycled materials whenever it is feasible to do so.

#### 3.2 Waste Disposal

The Foundation strives to minimise waste across our operations, particularly where any hazardous waste is involved. We will dispose of all waste through safe and responsible methods using the minimum level of transportation. The Foundation will divert as much waste as possible from landfill and will aim to re-use and recycle.

#### 3.3 Energy and Water Use

The Foundation will aim to use energy and water as efficiently as possible across our operations introducing motion control units where possible to limit the amount of water consumed.

#### 3.4 Staff

The Foundation will attempt to maximise the awareness of our staff regarding environmental issues by using internal mail, posters, and the internet. Staff will be encouraged to participate in the environmental work undertaken by the Foundation and to make suggestions as to how the Foundation's environmental performance could be improved. Regular communications will be sent to staff reminding them of the need to minimise the use of energy and water. The Foundation will endeavour to minimise fuel consumption and exhaust emissions by encouraging staff to walk or cycle to work and to only travel to meetings where absolutely necessary.

#### 3.5 Transport

Cycle racks are provided within the Stadium. The minibus is routinely used as an alternative to cars to reduce the number of vehicles being used.

#### 4.0 Current Measures

The Foundation is making efforts where practical to try and operate as a more environmentally friendly organisation. Below is a list of the measures that have been taken to date:

##### 4.1 Stadium

Recycling for all the cardboard and plastics from the stadium, catering facilities, shop & programme sellers is in place for collection by Mick George Ltd recycling company.

Further bins have been supplied from Mick George Ltd to ensure greater quantities are collected.

Cardboard boxes used for deliveries of stock for the shops are re-used or recycled when possible.

Pallets are returned to the supplying company for re-use, or the timber is recycled by donating timber to allotment holders.

Grass cuttings from the playing surface are recycled as compost and used by Allotment Holders.

Thermostats for hot water have been set to minimum 'safe' levels.

The Foundation retail stores are now using more environmentally friendly plastic bags which are biodegrade over time.

The Building Management System (BMS) has been correctly set to ensure empty rooms are not being overheated or cooled by the introduction of a sealed control thermostat. This has further reduced the use of energy.

Security lighting at the rear of the East & South stands has been linked to motion detectors to enable lighting to be switched off when not in use and steps to transfer over to LED lighting is underway with further changes in the future planned.

##### 4.2. Club Shop, Offices, Lounge Areas & Wider Stadium

A recycling scheme for paper, cardboard, cans & plastics has been in operation since Spring 2008 with a recycling company this continues and Mick George Ltd have undertaken this role since 2013.

Staff are regularly reminded of the need to conserve energy where possible (i.e., switching off PCs, monitors, lights etc).

Staff have been reminded that they should aim to use public transport wherever possible rather than driving / using taxis.

Hand dryers have been installed in a number of washroom areas to eliminate the use of paper towels.

Staff are encouraged to use their own mugs and plastic bottles when drinking hot drinks and water, to eliminate unnecessary wastage of plastic & cardboard cups.

Water saving measures have been fitted to a number of the toilets and run times have been minimised on a number of push taps.

Copier paper and envelopes used are made from recycled paper when possible.

All outgoing emails now contain reminder for recipients not to print out unless absolutely necessary.

Thermostats for hot water and office temperature have been set to minimum 'safe' levels.

Ground staff have stopped using peat-based products and avoid chemical use when possible and always try to use the most environmental products available.

Hedgerows along the boundary of the Habbin stand / Coldhams brook are no longer cut back and removed the foundation now manage the hedgerow and relay the hedge trimmings to assist with nesting birds and wildlife.

Washroom paper items have been changed to sustainably sourced, certified products.

#### 5. Routine Monitoring

##### 5.1 Monitoring for Legionnaires' Disease

## Temperature Control Checks

Temperature testing of both incoming mains water and stored water within the tanks. Details logged within The Champion Water log book.

Both Temperatures are logged each month

Stored cold water temperatures should be less than 20C, if the water temperatures are greater than 20C we will release some stored water from the tank via the drain valve allowing the mains water to top the tank up bringing the temperature back below 20C and a Legionella sample then be taken and sent to the lab for analysis.

Hot water from the tap should always be above 50c.

A set of 6 sample bottles are kept in stock to enable the samples to be sent to the laboratory.

## Lab Results

Once the lab analysis has been carried out, the results will be forwarded onto Cambridge United FC and further actions as necessary.

## 5.2 Noise Level Monitoring

For special events, routine noise levels would be monitored.

## 6. Incident Reporting

Environmental Incidents that can be reported to Local Councils or Utility Companies by the general public can include the following:

- Burst water mains.
- Excessive noise levels
- Unacceptable waste and litter
- Pest nuisances e.g. wasps, rats, mice
- Discarded syringes and other drug related items
- Dangerous buildings and structures

The foundation will endeavour to resolve all such reported incidents, as well as carrying out routine monitoring, maintenance and checking to avoid incidents.

## 7. Future Initiatives

Some of the future initiatives that we are looking into setting up over time are below Waterless urinals had been considered for areas of the stadium but following a trial found to be labour intensive and blockages occurred following the trial a P.I.R motion sensors option was then undertaken in a number of toilets and was found to be satisfactory in performance and reduction in water consumption. Further P.I.R installations within the stadium toilets would benefit the foundation financially and save water for the environment.

Installing P.I.R motion sensors to the lights within toilets to the Habbin Stand, North Terrace, Directors toilets and corporate toilets would benefit the foundation financially and reduce the usage of electricity demand on the environment.

Monitor the manufacturer's product changes to toilet rolls, hand towels, soaps, and cleaning materials etc. to ensure the most bio-degradable and least damaging environmental products are used, when possible, within the stadium.

The installation of a borehole for the stadium pitch irrigation would have an initial cost outlay but would see the reduction in mains water usage and future reduction in water charges.

To work closely with our waste removal contractor to further increase the level of waste diverted from landfill.

To use the power of the Football Clubs brand to promote a message to supporters encouraging them to act in an environmentally friendly manner where possible.

To work with the contractors to further reduce the energy usage and CO2 emissions of the Cledara Abbey Stadium

#### 8. Board of Directors

The Foundation and Football Club respective Boards are fully committed to the implementation of this policy and will give continued support to those authorised to carry it out.

Cambridge United Foundation is committed to promoting equality of opportunity for all staff, volunteers, and job applicants. We aim to create a supportive and inclusive working environment in which all individuals can make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We do not discriminate on the basis of age, race, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, sex, gender reassignment, gender identity, marriage and civil partnership status, pregnancy and maternity, sexual orientation, disability, socio-economic background or any other inappropriate distinction or characteristic covered by the Equality Act 2010.