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| <b>SECTION</b>          | OPERATIONS                          |
| <b>POLICY/PROCEDURE</b> | ENVIRONMENTAL SUSTAINABILITY POLICY |
| <b>DATE OF ISSUE</b>    | NOVEMBER 2023                       |
| <b>DATE OF REVIEW</b>   | NOVEMBER 2024                       |
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## Overview & Purpose

Lincoln City Football Club is a responsible club to be proud of. As a leading stakeholder in the city of Lincoln, and as a professional sports body operating in the English Football League, the Club recognises its responsibilities and influence in terms of environmental impact both within the business and across the wider community in which it serves.

The Club is fully committed to ensuring that sustainability is placed at the heart of its business operations and to embrace its core environmental principles – investment, innovation and culture – to drive efficiencies and sustainability measures which, coupled with behavioural change, are intended to continuously reduce the Club's environmental impact.

## Core Principles

Investment - The Club is committed to capital investment into sustainability.

Innovation - The Club will be innovative in its approach to developing new and sustainable solutions across its operations.

Culture - The Club will drive behavioural change and embed sustainability into the culture of its workforce, stakeholders and supporters.

## Alignment

Lincoln City Football Club's environmental and sustainability programme is wholly aligned with the following partners and organisations.

Lincolnshire County Council Green Masterplan  
<https://www.lincolnshire.gov.uk/greenmasterplan>

City of Lincoln Council Climate Commission  
<https://www.lincolnclimate.org.uk/>

EFL Green Clubs  
<https://www.efl.com/-more/efl-green-clubs/>

Green Code  
<https://www.greencode.world/>

## Governance & Reporting

The Club's environmental and sustainability agenda sits within the governance of a Social & Ethics Committee (SEC) which in turn reports to the Club's Executive Board and Board of Directors.

The Executive Officer with formal responsibility for sustainability is Damian Froggatt, Director of Operations.

Membership of the SEC is drawn from a cross-section of the Club's governance and operations including the Chairman, Directors, Chief Executive Officer, Senior Executive Officers including the Head of Directorate for Sustainability, Supporter Group representation and the Chief Executive Officer for Lincoln City Foundation.

## Strategic Delivery

Delivery of the Club's environmental strategy is the responsibility of a cross-club working group (Green Team). The Green Team is responsible for both strategic planning and operational delivery of all environmental and sustainable measures, aligned to the Club's three core principles of investment, innovation and culture.



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## Policy Implementation

The Green Team is responsible for the development and implementation of policy and for recording and measuring outputs and outcomes. Key areas of implementation include:

### Energy

- Programme of replacement LED
- Commitment to green energy and Solar
- Culture of reducing lighting and heating bills

### Water

- Reducing water use
- Exploring innovative ways of accessing water from natural sources (waterways, boreholes)
- Recycling initiatives

### Waste

- Waste management policy, including control measures to manage disposal of cardboard, paper, landfill, single-use plastic, bottles, glass and other
- Recycling plants, reclaim sites, reselling
- Reduce number of waste collections

### Transport

- Working from home policy enabling a hybrid of office- or home-based working
- Removal of all parking on stadium footprint on non-matchdays
- Restriction to number of vehicles on footprint on matchdays
- Incentives and offers to encourage walk-to-work, cycle-to-work, walk or cycle to games
- Installation of EV charging points
- Public transport initiatives

### Food

- Vegan or vegetarian offering on players' menus and in hospitality areas on matchday

### Paper

- Reduce volume of printing and paper used in offices
- Digital technologies and digital workflow systems

### Procurement

- Embedding principles of sustainability into supply chains and contract management
- Partnering with local industry which champions sustainability

### Technology

- Innovative use of technology to drive sustainable solutions

### Infrastructure

- Environmental solutions at the heart of all infrastructure and build projects

## Measuring Impact



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The Green Team will report on a periodic basis to the SEC and also produce an Annual Report to the Club's Executive Committee based on its strategic objectives and outcomes, demonstrating progress made and measurable change in each of the key strands against capital investment.