



ENVIRONMENTAL SUSTAINABILITY POLICY

Purpose

The purpose of this Environmental Sustainability Policy is to outline our commitment to protecting the environment and promoting sustainable practices in all aspects of our operations. Through this policy, we aim to contribute to a healthier planet while enhancing the efficiency and long-term sustainability of our organisation.

Scope

This policy applies to all employees, contractors, suppliers, and stakeholders involved in our organisation, and across our sites including the Gtech Community Stadium, our training ground, our offices and Wheatsheaf Park.

Policy statement

As the club experiences growth, we cannot ignore the environmental challenges our world faces and the impact we have on the environment. We need to take responsibility for our environmental impact.

We are taking action on environmental sustainability through our sustainability strategy. This strategy sets out how we seek to drive Brentford Football Club, and our community, to address this and help shape a world where we can thrive for generations to come.

We are committed to taking active steps to promote environmental sustainability and our approach is built around the following actionable framework:

- Governance
- Climate
- Circularity
- Nature
- Engagement

Targets

For each pillar, we have committed to the following targets:

Governance

To ensure that we're living up to our sustainability mission, we'll be monitoring and reporting on our progress regularly. We are committed to complying with all applicable local, national, and international environmental laws and regulations. We will proactively monitor any changes in relevant laws or regulations and adapt our practices accordingly.

Climate

We're committed to reducing our carbon footprint and to supporting climate change mitigation and adaptation.

Circularity



We're committed to promoting circular economy practices throughout our club and managing resources sustainably. This means reducing waste and promoting recycling wherever possible.

Nature

We will support the regeneration of natural habitats and a healthy living environment.

Engagement

We know that we can't achieve our sustainability goals alone. That's why we're committed to collaborating with our colleagues, players, stakeholders, fans, and the local community through awareness raising, training, and outreach initiatives.

These environmental targets will be reviewed and updated on a regular basis or whenever there is a significant change in our operations or external conditions.

Roles and responsibilities

All staff at the club are responsible for improving our environmental impact. Ultimately, the club's chief executive officer has responsibility for developing, implementing and communicating our activity on sustainability, and is accountable for this policy.

The sustainability department is responsible for the day-to-day implementation of the sustainability strategy, as well as working with other departments to meet sustainability goals. An internal working group has been established, with representatives from all relevant departments, which is responsible for delivering on the strategy generally, implementing the actions, and helping to build understanding of sustainability at the club.

A board subcommittee has been established, with representatives from the Brentford FC Board, executive committee and staff, and experts from external organisations. The subcommittee is responsible for strategic oversight of delivery of the strategy and that it is delivered in line with the club's overarching ambitions.

Transparency and reporting

We will publish an annual Environmental Sustainability Report, outlining our progress on achieving our target. The report will include this policy and be made available to all stakeholders, providing clear and honest information about our environmental impact and progress.

By adhering to this policy, we reaffirm our dedication to environmental sustainability and our responsibility to protect the natural world for future generations. Through active engagement, continuous improvement, and responsible decision-making, we will ensure that environmental considerations are embedded in every aspect of our operations.

Continuous improvement

We are committed to continuous improvement on environmental sustainability. This includes improving our performance, meeting our targets and updating our strategy accordingly, as well as periodically reviewing this policy, which may change in line with legislative changes and other developments. Reviews will include input from relevant fan and staff groups.



Version Number	Owner	Effective Date	Review Date
2.0	Head of Sustainability	14 April 2025	14 April 2026
Approved by	CEO	14 April 2025	14 April 2026

Definitions

- **Environmental impact:** The effects a business' activities, products or services have on the environment.
- **Environmental sustainability:** The practice of managing natural resources responsibly to meet current needs without compromising the ability of future generations to meet their own needs.
- **Governance:** The structures, policies, and processes that ensure decisions are made transparently, ethically, and in the best interest of stakeholders.
- **Greenhouse gas emissions:** Greenhouse gases ("GHGs") are gases in the earth's atmosphere that trap heat. Human activities have driven a dramatic increase in the release of greenhouse gases causing global warming and climate change. Carbon dioxide is the most important greenhouse gas.
- **Climate:** The long-term patterns of temperature and weather conditions in an area, often referring to the impact of climate change driven by human activity.
- **Climate change:** Long-term changes in global or regional climate patterns, particularly due to human activities like burning fossil fuels, leading to global warming, extreme weather events, and rising sea levels.
- **Circularity:** An economic model focused on reducing waste, reusing resources, and designing products for longevity and recyclability.
- **Nature:** The natural world, including ecosystems, plants, animals, and resources that sustain life on Earth.
- **Engagement:** The active involvement and collaboration of stakeholders in decision-making to achieve shared sustainability goals.

Jon Varney
Chief Executive Officer