



## **NATIONAL RIFLE ASSOCIATION**

# **ENVIRONMENTAL SOCIAL AND GOVERNANCE POLICY**

**Adopted by Council on 11 August 2023**

## **1. Purpose**

- 1.1 The Charity Commission published Going green: charities and environmental responsibility (RS17)<sup>1</sup> on 01 November 2008.
- 1.2 This policy has been prepared with regard to RS17 and sets out the responsibility of the National Rifle Association (NRA) towards the wider environment. The NRA is committed to sustainable development, meeting the needs of the present without compromising the ability of future generations to meet their needs.
- 1.3 Social conscientiousness and concern for the environment are integral and fundamental parts of this commitment. Our aim is to reduce the impact of our operations on the environment and on society, promoting the highest ethical standards, and considering environmental sustainability and social responsibility in all that we do.

## **2. Scope**

This policy applies to NRA employees, members, volunteers and Trustees.

## **3. Policy Aims and Objectives**

- 3.1 All NRA employees, members, volunteers and Trustees have a responsibility to work towards meeting the aims and objectives of this policy.
- 3.2 This policy will be implemented in different ways and to different degrees within the various activities and sites that the NRA controls to the extent that it is feasible or possible. The NRA recognises that it may not be possible for all activities to follow all the aims described in this policy but the aim is to improve continuously wherever possible.
- 3.3 To develop our policy, the NRA will strive to:
  - 3.3.1 comply with all relevant regulatory requirements;
  - 3.3.2 continually monitor and improve environmental performance;
  - 3.3.3 promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the organisation;
  - 3.3.4 reduce the use of energy, water and other resources;
  - 3.3.5 minimise waste by reduction, re-use and recycling methods;
  - 3.3.6 ensure that our policies and services are developed in a way that is complimentary to this policy;

---

<sup>1</sup> (<https://www.gov.uk/government/publications/going-green-charities-and-environmental-responsibility-rs17>)

3.3.7 provide information for staff and encourage them to develop new ideas and initiatives;  
and

3.3.8 provide appropriate resources to meet the commitments of this policy.

3.4 The NRA will also nominate a member of staff as the Environmental, Social and Governance Policy lead to drive the aims of this policy.

#### **4. Action Plan**

The NRA will measure its impact in key areas such as energy, water use and recycling and develop and improve our processes in order to help reduce its impact on the environment. The NRA will use 2024 to create a baseline of information to set targets from 2025 onwards.

#### **5. Environment**

Environmental sustainability means minimising the environmental impact from all operations and charitable activities where feasibly possible.

To communicate our commitment to sustainability and to encourage sustainable behaviour, the NRA will:

- (a) provide an annual report to General Council (with a copy published on the NRA website) on performance and potential improvements including information to help address and improve issues such as energy efficiency, water consumption and recycling; and
- (b) NRA Trustees and senior management staff will lead by example both in practice and in behaviour.

##### **5.1 Resources - Paper**

The NRA will promote sustainable use of paper by:

- 5.1.1 communicating by email whenever possible;
- 5.1.2 minimising the use of paper where possible and using paper from a sustainable source;
- 5.1.3 using paper products that are as environmentally friendly and carbon neutral as possible, purchasing recycled paper products and recycled paper where possible;
- 5.1.4 ensuring that existing paper-based resources are available online to be more accessible and to reduce the need for paper-based resources;
- 5.1.5 reducing the amount of printing and using default settings of double sided and black and white on the main printers; and
- 5.1.6 recycling and reducing paper, and using alternatives to plastic packaging where it is economically viable to do so.

## **5.2 Materials - Supplies and Cleaning**

- 5.2.1 When purchasing items, the NRA will give priority to items that are more environmentally friendly, such as ecological cleaning supplies and recyclable packaging.
- 5.2.2 The NRA will seek to avoid the use of single use plastics and encourage the use of more environmentally sustainable alternatives, such as biodegradable materials.
- 5.2.3 Items will be reused or recycled where possible.

## **5.3 Energy**

- 5.3.1 The NRA will purchase green energy when it is economically viable, ensuring that it is green from source as a preference.
- 5.3.2 The NRA will reduce energy and water usage where possible.
- 5.3.3 The NRA will ensure that lights and electrical equipment are switched off when not in use where appropriate.
- 5.3.4 The NRA will install LED lighting where possible to reduce energy consumption and replacement of light bulbs.
- 5.3.5 The NRA will consider energy consumption and efficiency when purchasing new items.

## **5.4 Water**

- 5.4.1 The NRA will strive to minimise water consumption throughout its estate and will work to increase water management efforts and identify new opportunities for water savings.
- 5.4.2 We will do this through measurement and monitoring of water use throughout our estate.

## **5.5 Waste Management**

- 5.5.1 The NRA's main objective in improving environmental sustainability is to work with stakeholders, partners and contractors to divert as much waste from landfill.
- 5.5.2 The NRA promotes best practice in waste management by following the 'reduce, reuse, recycle' waste hierarchy, avoiding the purchase of materials that are unable to be recycled or reused, and diverting as much waste from landfill as possible.
- 5.5.3 Only licensed organisations will be used for waste disposal.

## **6. Social**

Social sustainability for the NRA means actively considering how its key stakeholders are impacted by our charitable activities. The NRA aims to consider the interests of all staff, members, volunteers and local stakeholders.

## **6.1 Relationships with employees**

- 6.1.1 The NRA is committed to investing in its employees and their working environment, creating and maintaining a safe and healthy working environment and ensuring their ongoing professional and personal development. All employees receive an annual appraisal from their manager to identify successes and training needs.
- 6.1.2 The NRA Employee Handbook details a range of policies where employees can raise concerns with managers including a formal grievance as a last resort. There is also a specific Whistleblowing Policy. All current policies are available to employees on the NRA website or by request.
- 6.1.3 The NRA supports diversity and inclusion in the workplace and encourages applications for roles from any suitably qualified individual regardless of their background or lifestyle.

## **6.2 The community**

- 6.2.1 The NRA recognises the value of making a positive contribution to the local community through engagement with stakeholders.

## **6.3 Suppliers and contractors**

- 6.3.1 The NRA will endeavour to use suppliers and contractors congruent with its ESG policy.
- 6.3.2 Where possible, the NRA will engage local suppliers and service providers to stimulate local economies and support job creation.

## **7. Governance and Transparency**

- 7.1 The NRA acknowledges that strong corporate governance is critical to protecting the public, its members and employees and the charity's reputation. The NRA is committed to good corporate governance and transparency. The NRA ensures that its activities operate under a robust framework of policies and procedures and in accordance with Charity Commission Guidance<sup>2</sup>. The NRA is committed to rigorous governance in order to continue to operate successfully.

### **7.2 Governance Processes**

The NRA's financial governance principles and goals include the following:

- 7.2.1 All employees are expected to comply with the NRA Employee Handbook, financial regulations and delegated authority;
- 7.2.2 The NRA monitors data security across the organisation.

---

<sup>2</sup> [Download the Code — Charity Governance Code](#)

- 7.2.3 The NRA complies with all the applicable laws and regulations on transparency and corporate governance and promotes the use of the Charity Governance Code for larger charities.
- 7.2.4 As part of its investment monitoring process, the NRA identifies any potential governance and law-related risks and impacts and appropriate mitigating and management measures.
- 7.2.5 The NRA promotes high standards of ethics, integrity and honesty to practices and procedures to ensure that no corruption, bribery, money laundering or internal misconduct activities are taking place.
- 7.2.6 The NRA interacts with relevant stakeholders such as the Charity Commission, HMRC and its external auditors in an open and co-operative manner.
- 7.2.7 The NRA will publish in the annual report the roles and responsibilities of the decision-making and management structures within the organisation.
- 7.2.8 The NRA reports significant concerns of governance issues that require higher attention to the Charity Commission, its auditors and other relevant authorities.

### **7.3 Council of the NRA**

Council consists of Trustees who are appointed in accordance with the Second Schedule of the Royal Charter of the NRA. Council meets six times a year and receives reports from the Secretary General, sub committees and other senior staff as required. The Board of Trustees comprises of individuals from a variety of backgrounds including financial, legal and business and they support the Secretary General forming and articulating critical policy for NRA management to implement.