



## The Worshipful Company of Plumbers

### Developing our Climate Action Plan

#### Introduction

The Plumbers' Company joined the Livery Climate Action Group (LCAG) in April 2023. We stand united with almost one hundred other Livery companies, all aiming to lessen our greenhouse gas emissions, reduce our water use, introduce sustainable operating policies and promote biodiversity. This commitment is in support of the initiatives led by the Lord Mayor and the City of London.

Whilst our company does not have a Livery Hall or its own transport (making direct action harder to measure), our potential for influence and reach within an industry that will be on the front line in a heating and water supply revolution gives us a unique platform to initiate real change over the years ahead.

We will need to be pragmatic in our approach to ensure that plans we commit to are achievable, measurable and easily communicated and that these plans can develop and evolve over time to remain relevant.

Our Climate Action Plan (CAP) must motivate our Court, membership, industry & training partners and suppliers to not only drive forward the goals of the Livery Climate Action Group themselves, but also be advocates within their own networks.

#### Development Process

Almost every activity the Company undertakes has potential for a lower climate and environmental impact. We must build the ability to assess our impact – and take meaningful steps to reduce it – into the DNA of the Company.

We can do this by adopting a bottom-up approach where each individual Company committee has the responsibility to create and action its own plan, coming together to complete an overall strategy.

We therefore propose setting up a working group comprising one advocate member from every committee. They will work with their colleagues to audit their committee's current activities, develop a strategy, and feed back to the working group to create a cross-Company overall plan.

**For example**, actions that each committee are likely to consider **may include (but are not limited to)**:

##### *Finance*

- Assess key suppliers' climate strategies and agree purchasing best practice;
- Review office operation and seek operating efficiency gains eg reducing print requirements;
- Audit our current estimated CO<sub>2</sub> emissions.

##### *Charity*

- Assess our supported charities' climate impact;
- Influence climate action best policy across these beneficiaries;
- Build relationships with relevant not-for-profit groups, eg Pollinating London Together.

### *Membership*

- Build a member and prospect communications strategy that includes our climate and environmental aims;
- Integrate these aims into the proposed Plumbing Professionals Development Scheme.

### *Social*

- Review use of halls and caterers for climate strategy and impact;
- Reduce reliance on private transport for any company functions and events;
- Encourage recycling and re-use at all events;
- Assess menu options at social events for environmental impact and working with F&L to do likewise at Company events.

### *Investment*

- Screen our portfolios for Environmental, Social and Governance (ESG) adherence;
- Review and introduce investment policies based on ESG commitment.

### *Freedom and Livery*

- Review Company-wide policy for meetings & events to reduce energy and water use;
- Incorporate our climate aims into the risk register;
- Add climate change goals into the terms of reference.

### *Technical & Education*

- Reach out to key partners and stakeholders and promote to them the goals of LCAG;
- With input from our young plumbers, bursary winners and apprentices, build climate responsibility into our training programmes;
- Incorporate these aims into initiatives such as 'Licence to Practice' and sustainable Apprentice Training schemes.

As each committee designs its own action plan to feed into an overall policy, they will need to include details of how any proposals will be measured, note any risk implications and what costs would be involved to ensure we are not harming the resilience or sustainability of the Company.

There is a danger that once we have a policy and it is published to the LCAG, appetite and enthusiasm within the organisation will tail off. After launch, we will, therefore, need to maintain advocates across the organisation who will champion our ongoing strategy and will incorporate new thinking into the overall policy in the years ahead.

## **Timeline**

Spring 2024	Agree this development proposal.  Engage with committees to recruit advocates to take the lead within each committee.
Summer 2024	Work with these advocates to create climate change action plans for each committee, to include targets, measurement, risk assessment and costings.
Autumn 2024	Collate all committee proposed actions via the working group, submit to Court for final approval, and publish the Plumbers' Climate Action Plan.
Post-launch	Roll out our plan, measure, review, adapt. Communicate effectively internally and externally what we are doing and why. Review and update plan annually.