



ENVIRONMENTAL POLICY

INTRODUCTION

Charlton Athletic Football Club (**CAFC**) together with its affiliated charity, Charlton Athletic Community Trust (**CACT**) have been pioneers in empowering communities and changing lives by improving health, education, employment and reducing crime within our local community. CAFC recognises that our public platform and proven capability of generating social value uniquely places the organisation in the position to embed and influence environmental sustainability, both for Charlton and our wider stakeholders.

Through its current principal sponsorship arrangements with both RSK Group, global leaders in sustainability services, alongside the University of Greenwich, a 1st class University ranked in the 2025/6 People and Planet University League and CAFC's appointment of Veolia UK, as our waste resource management contractor, CAFC is well placed and supported to work towards our ultimate ambition to become one of the most sustainable clubs in the EFL. These partnerships, together with ours and CACT's wider community engagement credentials, have supported us to secure EFL GreenCode accreditation, a positive starting point from which to springboard our sustainability efforts.



POLICY OBJECTIVES

CAFC and CACT seek continual improvement in our sustainability performance across our day-to-day operations and activities, both on our premises and elsewhere, along with influencing our collaborators, supply chain, and other stakeholders.

The aims of this policy include:

- **Minimising and where possible removing environmental impacts associated with our operations**
- **Better understanding and reducing the impacts associated with our value chain (upstream supply chain and downstream products)**
- **Better understanding and managing the resilience of our value chain to environmental risks and opportunities**
- **Educating and engaging our organisation, partners, and community in sustainability practices**

KEY COMMITMENTS

CAFC and CACT will:

1. EMBED SUSTAINABILITY IN ALL OUR OPERATIONS BY:

- utilising partnerships with RSK Group, University of Greenwich and Veolia UK to identify, action, and educate players, staff and supporters in the practical steps that can be taken to reduce our negative impacts and increase our positive influence;
- setting ambitious environmental impact targets across our operations, measuring our performance against these targets, and implementing roadmaps that underpin improvements across all target areas.

2. EMBED SUSTAINABILITY IN OUR SUPPLY CHAIN BY:

- implementing a procurement policy that ensures our suppliers and partners are aligned to our sustainability goals;
- prioritising partnerships with local and sustainable vendors and service providers, for example, food vendors that can provide plant-based menu options and source products locally;
- increasing our understanding of the lifecycle impacts of our products and services, and ensuring those products or services are sourced and manufactured to minimise negative environmental impacts.

3. REDUCE OUR CARBON EMISSIONS AND DRIVE ENERGY EFFICIENCY BY:

- increasing the capacity and understanding of our organisation to improve the quality of emissions data, calculations and regular reporting;
- raising awareness of energy usage across all sites and delivering staff training to support usage reduction;
- updating and implementing technologies that are more energy-efficient;
- switching to cleaner energy sources such as solar panels and greener electricity suppliers;
- installing charging points at The Valley and Training Grounds for EVs;

- reinforcing our commitment to Pledgeball's Sustainable Travel Charter signed by CAFC in 2024, alongside committing to our updated sustainable travel policy;
- working with our Coach Travel Partner to identify opportunities to continue to reduce emissions from away-fixture club travel;
- maximising CAFC's proximity to the local rail network with easy access to London Mainline stations to encourage fans to use public transport to watch home games at The Valley.

4. REDUCE OUR WASTE GENERATION AND IMPROVE OUR RECYCLING CREDENTIALS BY:

- using baseline data for waste production by different types of waste streams collated since 2022 to identify opportunities to reduce general waste production and increase recycling rates;
- working with our catering partner to monitor food waste and better assess quantities of food produced, as well as working with food charities to redistribute excess portions or perishable ingredients;
- working with Veolia UK to improve signage and containers around the Valley to make recycling easier for supporters and staff;
- working with Veolia UK to define a strategy to promote reverse vending options on matchdays for supporters with the aim of increasing recycling rates for plastic and aluminium cans.

5. IMPROVE THE WAY WE INTERACT WITH THE WIDER ENVIRONMENT BY:

- using baseline data for water usage across all our activities combined with improved rainwater storage capacity, to identify opportunities to optimise our water consumption across periods of high and low rainfall;
- improving water usage data gathering by implementing sub-metering;
- reducing water consumption through implementing or updating technologies, such as replacement of water inefficient appliances and monitoring of leaks;
- focusing on improving biodiversity from a 2023 baseline assessment by increasing native planting in existing areas of neutral grassland and vegetated gardens at both The Valley and the Training Ground and the introduction of log pile habitats and bird and bat boxes at the Training Ground;
- improving our community engagement work through CACT and its social value delivery partners by integrating sustainability initiatives across CACT's existing programmes.

6. COMMUNICATE AND ENGAGE STAKEHOLDERS ON OUR IMPACT BY:

- extending membership of the Green Team to all departments of CAFC and CACT;
- using our external partnerships with RSK Group, University of Greenwich and Veolia UK to raise the profile of the Green Team within the business, with supporters and with business partners;
- embedding the Green Team's work across all our community engagement initiatives.
- training staff and players in sustainability best practice
- sharing progress through regular sustainability updates on our website and social media
- engaging supporters through campaigns, events, and educational initiatives



RESPONSIBILITY AND REVIEW

This Environmental Policy is endorsed by the Board of Directors of CAFC and the Board of Trustees of CACT. The following Board and staff members have direct responsibility for this Policy and for the promotion of sustainability across all operations in accordance with this Policy:

CAFC	CACT
Ed Warrick (Chief Financial Officer)	Fiona Harris (Trustee)
Jon Blythe (Head of Operations)	David James (Director of Education & Sport)
Kishan Parmar (Head of Facilities & Health & Safety)	Stuart Butler-Gallie (ESG Consultant)

POLICY APPROVAL DATE:

30TH JUNE 2025

REVIEW DATE:

JUNE 2026