



LEICESTER RACECOURSE

Sustainability Policy

Introduction & Scope

Leicester Racecourse has been established in Oadby since 1882. We aim to provide the best possible venue for racing and non-racing events so that we can support the continued success of the racing industry and meet our clients' expectations. This policy relates to how the products used, services offered, and operations within our company and across our supply chain will be continually reviewed and improved. Our goal is to integrate environmental and social considerations into our everyday practices and make a positive contribution to society.

Purpose

We acknowledge that the existence of our company has potential impacts on people and the environment through our operations and supply chains. Through this policy, we commit to:

- Complying with applicable law in all our operations.
- Protecting human rights as a committed equal opportunity employer that abides by all fair labour practices.
- Ensuring that our activities do not directly or indirectly violate human rights domestically or abroad.
- Minimising our impact on the environment and maximising the effective use of resources.
- Fostering responsible environmental behaviour amongst staff at all levels.
- Minimising risks and impacts through dedicated processes and systems to implement, measure, and monitor environmental and social performance.
- Increasing communication and awareness of our ongoing sustainability efforts.

Our Principles

Social Responsibility (People)

We will:

- Comply with legislation such as the Modern Slavery and Bribery Acts (as amended).
- Provide a safe and healthy workplace while actively supporting diversity and inclusion
- Support the surrounding community by seeking to employ local people where possible.
- Create useful opportunities for development of skilled local workers.
- Engage early and meaningfully with stakeholders, including communities, industry, and government.
- Protect the well-being of the local community and promote long-term economic benefits within it.

- Support local businesses to ensure they are prepared for and provided with opportunities to participate in our supply chain.
- Promote long-term economic benefits within communities.
- Encourage our employees to volunteer via programs organised internally or externally.
- Support local charities by donating time, such as staff participation in volunteering days.
- Look to provide sponsorship or monetary donations to local charities, sports clubs, societies, youth groups, community centres, or other charitable organisations

Environmental Stewardship

We will:

- Comply with all laws governing the environment.
- Strive to better understand both the direct and indirect impact that our practices may have on the environment.
- Minimise or offset our impact on the environment.
- Work towards the conservation of energy, water, and resources in all our operations.
- Dispose of waste thoughtfully, and follow the waste hierarchy of 'Avoid, Reduce, Reuse, Recycle'.
- Lessen our environmental impact by purchasing environmentally friendly products and services.
- Take actionable steps to continually improve environmental performance.
- Protect and support biodiversity.
- Conduct audits, evaluations, and self-assessments of the implementation of this policy.
- Work with our entire supply chain to gain mutual benefits of incorporating environmentally sustainable goals into everyday business.
- Act as an environmentally responsible neighbour in our community.
- Promote environmental awareness throughout all operations of the company.
- Foster a sustainably aware culture, where responsibility is assigned and understood.
- Strive to raise awareness in the community, encourage participation and train employees in environmental and social matters.

Economic Sustainability

We will:

- Consider and support sustainability initiatives with a strong business case.
- Integrate sustainability into our existing business models, accounting, and reporting.
- Add value to our services and support sustainability markets.
- Reduce operating costs through improved resource management across water, waste, energy, carbon, employee engagement.
- Manage risk of operational disruptions, including resource scarcity, climate change impact, or community risks.
- Reduce reputation risks and communicate actions.

Authorised by: _____

Title: _____

Date: _____