

SP47 Environmental Management Policy



Scope of policy

The policy sets out how, as a business, Soha will aim to protect the environment, minimize our carbon footprint, comply with all relevant legal and regulatory requirements, encourage biodiversity and continually improve our ISO14001 Environmental Management System.

This policy applies to all employees, contractors, suppliers and stakeholders involved in Soha operations and services across all locations. It applies to Soha and its subsidiaries.

Aim

Soha recognises the importance of Environmental protection and is committed to operating its business responsibly and in line with legislative and regulatory requirements.

Soha aims to apply this policy consistently and fairly and will not discriminate on grounds of race, colour, ethnic or national origins, religion, sexual orientation, disability, gender, age or any other matter which may cause a person to be treated with injustice. Soha is aware of and works to reduce its negative environmental impacts. We work to continually improve the Environmental Management System through the implementation of the following:

- Regular re-assessment of the Environmental effects of Soha's activities
- Training and educating employees in Environmental issues
- Minimizing the production of waste
- Minimizing material wastage
- Minimizing energy wastage
- Promoting the use of recyclable and renewable materials
- Preventing pollution in all its forms

Policy Statement

Soha is committed to becoming more environmentally sustainable, and this is one of Soha's eight key corporate objectives. Our Corporate Plan commits us to:

- Ensuring that all Soha-owned homes meet EPC C minimum energy efficiency criteria by 2030, and that we are on track to be net zero carbon by 2050
- Prioritise the buying and developing of new homes that will be fit for the future in terms of their energy efficiency, environmental impact, accessibility and adaptability

Our environmental strategy sets out how we will meet our net zero carbon commitments through:

1. Maximizing the use of grant funding such as Social Housing Fund, Wave 3.0.
2. Decarbonising our homes to be net zero carbon in use by 2050, with an interim target that the energy efficiency of all Soha homes is improved to at least EPC C by 2030.

3. Working to make our business operational net zero carbon by 2030. This target will not be met whilst we remain in our current office building, but we are tracking progress against this target.

It also sets out broader principles for how we will embed a focus on environmental issues across the business through focusing on:

Compliance: Meeting or exceeding all applicable environmental laws, regulations, and standards.

Sustainable Resource Use: Promoting efficient use of energy, water, and raw materials.

Pollution Prevention: Reducing emissions, waste, and discharges to air, land, and water.

Waste Management: Encouraging waste minimization, reuse, and recycling wherever possible.

Climate Action: Continual assessment of our policies and specifications reducing greenhouse gas emissions where we see an opportunity.

Biodiversity Protection: Ensuring our development activities avoid or minimize harm to ecosystems and biodiversity.

Continuous Improvement: Setting measurable environmental objectives and reviewing progress regularly.

Awareness & Training: Ensuring employees and contractors understand their environmental responsibilities through communication, training, and engagement.

Stakeholder Engagement: Collaborating with suppliers, partners, and communities to promote sustainable practices.

Our Development Strategy includes our commitment to prioritise the building of net zero homes. In 2024 we built our first absolute net zero homes in Hook Norton. We're now working with a third CLT in Thame, expecting to deliver 31 net zero homes in 2027.

Learning to date, and future delivery priorities

Soha's first round of retrofit work used a fabric first approach: investing in improving the fabric of our least energy efficient homes through improved external wall insulation and high performing windows and doors. The external wall insulation proved to be very expensive and did not represent good VFM. In the latest Government grants programme SHF Wave 3.0 we are now targeting Solar PV with good airtightness levels, improved ventilation and a stringent quality control strategy. This approach costs less than fabric first and allows us to positively impact more of our homes with residents benefiting from free and stored electricity.

In addition to Wave 3.0 grant funded works we are targeting high EPC band D properties using Soha capital funds rather than grant to bring these up to band C. Our focus as a social landlord remains a long-term investment programme in our homes.

Moved to Resident involvement below.

In accordance with our ISO14001 accreditation Soha measures its existing carbon

footprint and sets ambitious targets for reducing our Scope 1, 2 and 3 carbon emissions, understanding these three scopes is crucial for effective climate action and sustainability strategies.

Scope 1 emissions are direct emissions from sources that Soha directly own or control.

Scope 2 emissions are indirect emissions from the generation of purchased energy including electricity and heating.

Scope 3 emissions encompass all other indirect emissions across the entire value chain, including business travel, waste disposal and the use of products and services.

We continually monitor our emissions to ensure targets are being achieved and we have a carbon reduction plan to assist Soha as a company to be carbon neutral by 2030 and reach our net zero target by 2050.

Implementation

Soha will demonstrate its commitment to effectively operating, maintaining and updating its Environmental Management System by:

- Conducting regular audits and reviews to assess compliance and performance.
- Tracking and reporting on environmental performance indicators (e.g. energy use, waste reduction, emissions).
- Regular policy review carried out once every two years to ensure relevance and effectiveness.
- Carefully consider the balance between risk, cost and resident choice.
- Ensuring that the Environmental Policy and Environmental Objectives are established and are embedded in relevant Soha strategies and plans
- Promoting continual improvement.
- Supporting staff as required so they can fulfil their areas of responsibility.

The Environmental Management Policy will be communicated to all employees, external stakeholders and other interested parties as required.

Resident Involvement

We will work closely with residents in our communities to develop locally owned initiatives to improve local areas and address environmental concerns. We will seek to support community projects and carry out work aimed at increasing biodiversity in our communities and opportunities for recycling whilst reducing waste and carbon emissions. We will also seek to make the best use of communal land owned by Soha and start to look at the feasibility of providing electric vehicle charging points at schemes and blocks of flats with communal parking.

We will explore installing Solar PV on blocks of flats and sharing the gains of electricity generated with residents through offsetting income against service charges.

Soha will record and share the progress made with its Environmental Objectives and demonstrate compliance with its ISO14001 Environmental Management System.

The Energy & Sustainability Team regularly review progress on the retrofit of our homes, environment strategies and how we can become carbon neutral.

[SP47 Environmental Management Policy, approved November 2025]

During the retrofit assessment residents can ask questions and contact Soha Energy & Sustainability team if they have any questions. Our hope is all residents will see the benefit of the environmental improvements and work with the team; however, we currently allow residents the right to refuse internal works.

Appeals

Appeals are not relevant to this procedure.

Responsibility

The Director of Property Services is responsible for the effective implementation of this policy. Managers to integrate environmental practices into daily operations and projects, reporting issues, and suggesting improvements to Soha.

Monitoring and review

Soha will report annually to the Board on progress against targets.

Soha complete an annual review of our organisational carbon footprint with our partners Positive Planet. We will also report fully on progress to bring all homes up to EPC by 2030, and progress against other targets in the strategy,

The Policy is due for review once every two years and will also be updated proactively in response to any relevant changes in legislation or regulatory requirements.

Context

Soha Environmental Strategy
ISO14001 Environmental Management System
Retrofit of our properties has to be PAS 2035 compliant

Version number - 2			
Members' Forum noted	13 November 2025	SLT approved	5 November 2025
EIA completed	9 July 2025	Review due date	By November 2027
DPIA Checklist completed	9 July 2025		