

Enw'r Dogfen/Document Name: Ethical Investment and Finance

Côd y ddogfen/Document code: HSSEIF01

Adran / Department:	Iechyd, Diogelwch a Datblygu Cynaliadwy Health, Safety and Sustainability
Awdur y Ddogfen / Document Author:	Chris Long
Teitl Swydd / Job Title:	Rheolwr Iechyd, Diogelwch a Datblygu Cynaliadwy Head of Health, Safety and Sustainability
Dyddiad Cymeradwyo / Date of Approval:	09/12/2021
Dyddiad Adolygu / Review Date:	09/12/2024

1. Pwrpas ac Amcanion/ Purpose and Objectives:

Bridgend College has joined organisations around the world in publicly declaring a climate and ecological emergency. We are a signatory to the Sustainable Development Goals Accord, made publicly available our carbon zero target and have completed and, continue to develop, our Sustainability Scorecard. Sustainability is front and centre at Bridgend College and this policy demonstrates our commitment to ensuring that we make financial decisions responsibly, with integrity, openness and transparency.

- 1.1 The purpose of this document is to ensure that due consideration is given to social, environmental and corporate governance issues regarding any financial investments we may make.
- 1.2 The objective of this document is to minimise or, where we are able to do so, eliminate negative impacts as a result of our purchasing or funding decisions. Further, we will seek to enhance and positively impact upon social, environmental and corporate governance issues wherever the opportunity arises.

2. Manylion y Dogfen/ Document Details:

In making financial and investment decisions we will take reasonable measures to identify and take action where possible regarding the following:

1. Prohibit the procurement of goods and services from any business involved in distributing tobacco products.
2. Prohibit the procurement of goods and services from any business involved in producing weapons and weapon systems, including cluster munitions and antipersonnel landmines.
3. Prohibit the procurement of goods and services where human rights, including human trafficking and modern slavery, and violations are seen, or evidence of institutionalisation of poverty through discriminatory market practices, racial or sexual discrimination.
4. Prohibit the use of companies which test on animals purely for cosmetic purposes.
5. Prohibit the procurement of goods or services from organisations convicted or involved in explicit environmental damage.

In particular we will:

1. Promote human rights, including but not limited to the equality of gender, race and sexuality, including as part of teaching and learning opportunities.

2. Promote good business ethics and good employment practices including as part of teaching and learning opportunities.
3. Protect the local and global environment, its climate and its biodiversity, including as part of teaching and learning opportunities.
4. Engage in sustainable provision and procurement of resources and services.
5. Engage in good business ethics and good employment practices.
6. Engage in community investment and local sourcing wherever possible.
7. Maintain 100% enhanced renewable electricity supply
8. Invest in non-fossil fuel heating systems as part of the climate strategy
9. Encourage anyone wishing to challenge our practices on the grounds of ethical investment to raise their concerns.
10. Work with ethically minded organisations and share good practice.

3. Cyfrifoldebau / Responsibilities:

- 3.1 The Senior Leadership Team is responsible for approving this document and bringing this to the attention of the College Operational Group.
- 3.2 The Head of Health, Safety and Sustainability is responsible for maintaining this document and developing the sustainable procurement procedure and training needs in conjunction with the Senior Accountant and Procurement Officer.
- 3.3 The Marketing Manager is responsible for maintaining the key points on the college website.
- 3.4 The Health, Safety and Sustainability team are responsible for auditing this document.

4. Dogfennau Cysylltiedig / Related Documents:

SPS01 Sustainability Policy Statement
Financial procedures
Sustainable Procurement Procedure

5. Adolygiad y dogfen/Document review:

This document will be reviewed, at least, every two years or in response to significant changes.

EQUALITY IMPACT ASSESSMENT FORM

Enw Polisi / Gweithdrefn Name of Policy / Procedure	Ethical Investment and Finance					
Perchennog Polisi Policy Owner (to complete this EIA)	Chris Long					
Nod(au'r) a Pwrpas y Polisi Aim(s) and Purpose of Policy	to ensure that due consideration is given to social, environmental and corporate governance issues regarding any financial investments					
I bwy mae'r polisi hwn yn effeithio? Who does the policy affect?	Dysgwyr Learners	X	Staff	X	Y Cyhoedd Gyffredinol / General Public	X

Equality characteristic	Positive impact	Neutral impact	Negative impact	Reason/comment
Age	X			Document purpose is to positively impact all sections of society at a local and global level.
Disability	X			
Gender reassignment	X			
Marriage and civil partnership	X			
Pregnancy and maternity	X			
Race	X			
Religion or belief	X			
Sex	X			
Sexual Orientation	X			

Date completed: 16/03/2021

Signed by Manager completing the assessment: *Chris Long*

Asesiad Effaith Iaith Gymraeg/ Welsh Language Impact Assessment

Enw Polisi / Gweithdrefn Name of Policy / Procedure	Ethical Investment and Finance Policy					
Perchennog Polisi Policy Owner (to complete this EIA)	Chris Long					
Nod(au'r) a Pwrpas y Polisi Aim(s) and Purpose of Policy	to ensure that due consideration is given to social, environmental and corporate governance issues regarding any financial investments					
I bwy mae'r polisi hwn yn effeithio? Who does the policy affect?	Dysgwyr Learners	X	Staff	X	Y Cyhoedd Gyffredinol / General Public	X

Safonau Iaith Gymraeg / Welsh Language Standards

Rhif/ No.	Math/ Type	Safon / Standard	Cadarnhaol (gallai fod o fudd) Positive (could benefit)	Negyddol (gallai effeithio) Negative (could impact)	Dim Effaith No Impact
94	Safonau Llunio Polisi Policy Making standards	Pan fyddwch yn llunio polisi newydd, neu'n adolygu neu'n addasu polisi sydd eisoes yn bodoli, rhaid i chi ystyried pa effeithiau, os o gwbl (pa un ai yw'r rheini'n bositif neu'n andwyol) y byddai'r penderfyniad polisi yn eu cael ar— (a) cyfleoedd i bersonau ddefnyddio'r Gymraeg, a (b) peidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg. When you formulate a new policy, or review or revise an existing policy, you must consider what effects, if any (whether positive or adverse), the	Yes	X	X

		policy decision would have on — (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.			
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Cynllun Gweithredu / Action Plan

Dylai camau gweithredu ddangos camau i'w cymryd i leihau neu, lle bo modd, ddileu unrhyw effaith negyddol ar yr Iaith Gymraeg.

Actions should demonstrate steps to be taken to reduce or where possible, eliminate any negative impact on the Welsh Language.

Gweithredu/ Action	Pwy/ Who	Erbyn Pryd/ By When	Mesur Llwyddiant/ <i>(sut y byddwn ni'n gwybod ein bod wedi cyflawni'r camau gweithredu)</i> Success Measure <i>(how will we know we have achieved the action)</i>
Translation required	Tomos	Once approved English version	Document available in Welsh

Dyddiad Cwblhau Aseu / Assessment Completion Date: 16/03/2021