



Operational Policy Statements

The British Association for Sustainable Sport is a not-for-profit Company (Registration number: 08659451) that has been operating since 2011 to support the transition to sustainability amongst its members and the wider sporting community. It is primarily run by volunteers, calling on specific expertise from supporters as required, assisted by an administration function employed by the Company. The structure and scale of the business limit the regulatory obligations upon it however its values mean that BASIS makes voluntary statements of support and adopts the principles of various regulations within its operating policies, as follows:

Modern Slavery Statement

The Modern Slavery Act 2015 is structured to support organisations with a turnover in excess of £36m to recognise and manage the risk of illegally employing people defined as being in slavery, servitude, forced or compulsory labour, or trafficked with a view to being so exploited.

- 1) BASIS is organised around a central administration function supporting an Executive Board which is advised by a Main Board. BASIS facilitates networking and knowledge-sharing and as such has very limited supply chain beyond its tier one base of volunteer knowledge providers.
- 2) BASIS will not employ or contract with persons who are defined as slaves under the Act or who have been trafficked for that purpose.
- 3) Employment is undertaken by the Chief Executive and overseen by the Main Board.
- 4) The risk of illegal employment is minimised by the recruitment process, pay policies, and the close working relationship between the employee and the volunteers.
- 5) The scale of the operation requires no key performance indicators.
- 6) Modern slavery and trafficking is a recognised and significant concern within the social pillar of sustainability which is the core business of BASIS. As such the majority of BASIS staff have worked with, and advised on, slavery within their own organisations.

Environmental Policy Statement

BASIS commits:

- 1) To complying with all environmental legislation relevant to the Company.
- 2) To minimising its operational impacts on the environment through the generation of pollutants. This includes managing the use and carbon intensity of energy, the frequency and mode of transport deployment, the evaluation of working processes such as flexible and remote working practices and the frequency of on-line meetings.

- 3) To minimising resource depletion to increase availability for the social and economic development of less privileged populations. This includes the selection, in use life, and disposal of equipment and the promotion of material use according to waste hierarchy and circular economy principles.
- 4) To maximising the quality of advice given within BASIS's greatest environmental impact which is the consequences of the advice given to Sports Organisations. BASIS therefore ensures that its authors and presenters are well-informed, current practitioners and seeks out best practice in the community.

Equality, Diversity and Inclusion

BASIS supports equality, diversity and inclusion and is non-discriminatory in its employment and interactions with stakeholders.

- 1) This includes characteristics defined under the Equalities Act 2010: age, disability, gender reassignment, marriage or civil partnership, pregnancy and parenting, race (including colour, nationality, ethnicity or national origin), religion or belief, sex, sexual orientation.
- 2) BASIS opposes and avoids all forms of unlawful discrimination including: pay and benefits; terms and conditions of employment; dealing with grievances and discipline; dismissal; redundancy; parental leave; requests for flexible working; selection for employment, promotion, training or other development opportunities,

BASIS is committed to creating a working environment that is free of bullying, victimisation or harassment, which promotes dignity and respect for all, and where the individual contributions made by all staff are recognised and valued.

Living Wage Employer

BASIS commits to paying the Living Wage to its employees.

Signed:



Dr R S Seymour, Chief Executive

Date: 1st March 2022

Next Review: 28th February 2023