



**active
lincolnshire**

Moving to support our planet.

2024-2025 | Version 1.0

Environmental, Social Governance (ESG) Plan

MORE PEOPLE.
MORE ACTIVE.
MORE OFTEN.





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lincolnshire**

**Active Lincolnshire is a lead enabler
for physical activity in the county.**

We lead, connect, and enable organisations to reduce inactivity and influence the collective goals set out in the county-wide Let's Move Lincolnshire strategy.



“There is no doubt that our changing climate is already impacting our opportunities, motivation and ability to be active. Extreme weather is increasingly making it difficult for us to live healthy, active lives by creating a ‘doom loop’ where people become less motivated and more fearful of injury, with sporting opportunities increasingly cancelled and disrupted. Without change now, the government’s target to get 3.5 million more people active by 2030 is very much in jeopardy – and our children will be the ones to suffer most. If places to play are unavailable, people will go and do something other than sport and physical activity, leading to small clubs going under and vital community organisations disbanding.”


Chris Boardman MBE.



**We improve
lives through
the positive
power of
movement.**



MORE PEOPLE.
MORE ACTIVE.
MORE OFTEN.



By building a shared understanding of inactivity, championing equality and inclusion, sustainability, and welfare and integrating physical activity into all sectors, policies, strategies, and education.

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1

About our Environmental, Social Governance Plan.

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Introduction

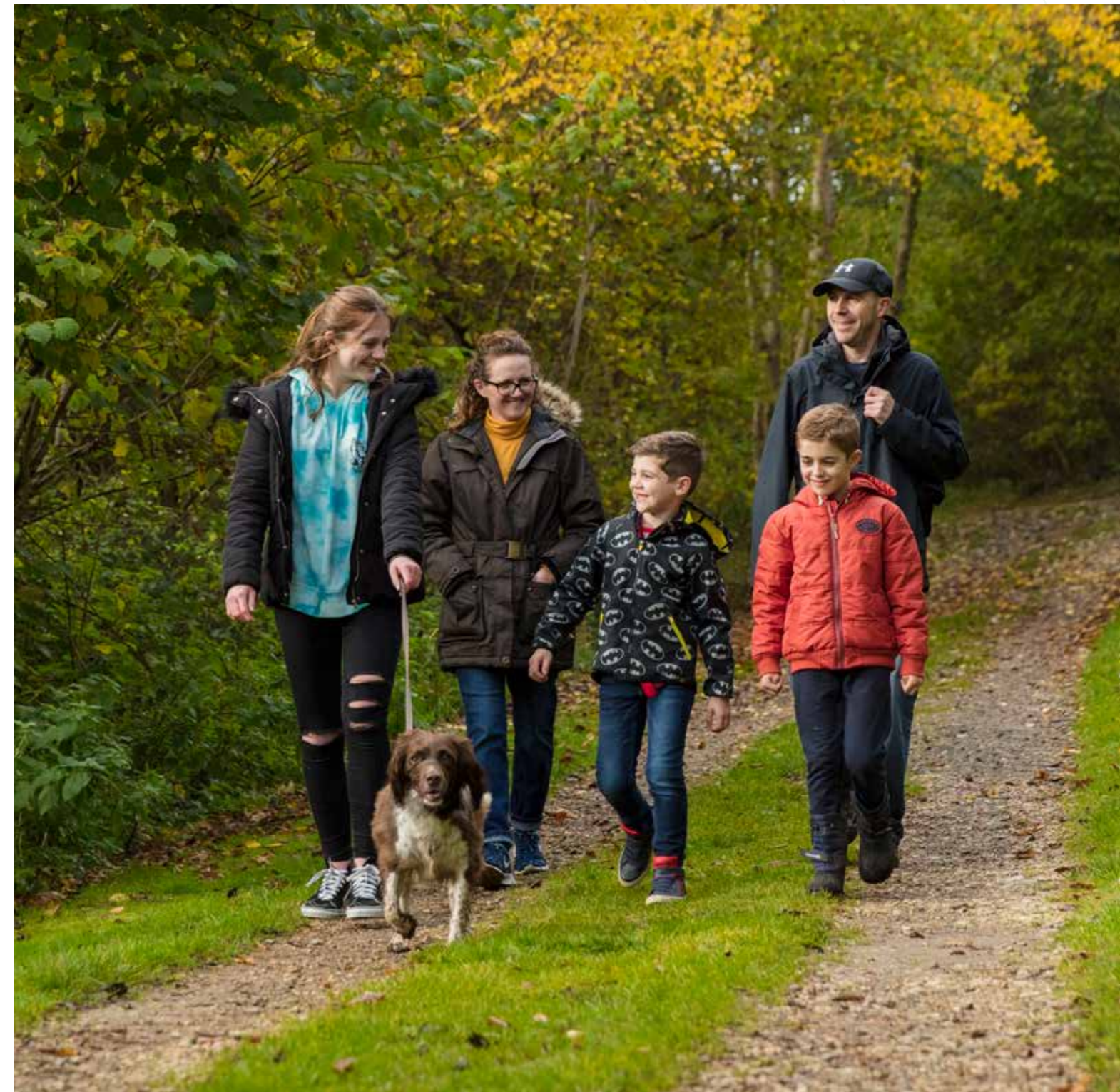
Active Lincolnshire's Environmental, Social Governance (ESG) plan is designed to cover our commitment to and our governance around positive environmental and social impact.

Positive 'social' impact is at the core of our work, as an organisation with a mission to enable more people to be more active more often. We are therefore using this (our first ESG Plan) as an opportunity to consider our approach and raise the bar on our commitment to environmental sustainability. It is not something that has previously been front and centre for us. Yet we recognise that we are in a climate and biodiversity crises. Developing this plan has helped us learn and clarify what we need to start embedding into our organisation day to day to become more environmentally sustainable and where there are opportunities for us to have real influence and impact on the environment.

We also occupy a unique role within Lincolnshire to influence and connect other organisations across the physical activity and leisure sector. There are some unique 'sweet spots' where we can bring the power of individual and community movement together with the environment to bring about meaningful

change for people and planet. We are excited about our first ESG Plan and the positive impact we can have as an organisation, a team and individuals and the wider role we can play to support the sector on this journey through our shared commitment.

The movement in our sector towards increased focus on Environmental Sustainability and embedding it as a core consideration in what we do and how we do it, is growing but some might argue has been a little slower out of the starting blocks than we might want. The good news is that it is building momentum from multiple angles. There is some risk and challenge associated with this momentum, with some fragmentation of effort and some inconsistencies. We need to be aware of these challenges but use the momentum to our advantage. We need to find the pockets of best practice and strategic inputs and run with it.



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Our commitment

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Alignment with a Global Strategy.

We have mapped our main areas of impact on people and planet to the United Nations Sustainable Development Goals (UNSDGs).

The 2015 global blueprint adopted by the United Nations as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.



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4 critical goals.

We aligned with the UN's Sustainable Development Goals on 4 critical goals for Active Lincolnshire.



How?

By helping more people be more active more often.



How?

By removing the inequalities that exist in sport and physical activity by working with partners..



How?

By setting a target of Net Zero by 2045 and focusing on our Scope 3 emissions.



How?

By using our unique position within our county and sector to influence for movement that supports the environment, movement in harmony with the environment and movement without environmental harm..



“We must all do what we can to halt climate change, so we can continue to enjoy the place we live in. Working together we will seek opportunities to reduce carbon emissions from our leisure facilities and ensure future generations can continue to enjoy our playing pitches and spend time outside on our waterways and in our countryside.”

Ian Fytche,

Chief Executive Officer, North Kesteven District Council
Chair of Lets Move Lincolnshire Taskforce
Chair of Greater Lincolnshire Infrastructure Group
Vice-chair of the District Council Network Chief Executive Group
Member of the Local Government Physical Activity Partnership

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Why does environment sustainability matter to us?

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A multitude of reasons

For most of us, our own moral compass guides us to focussing more and more on environmental sustainability, inside and outside of work. We already have a team who are rallying for us to do more together. Beyond that, there are organisational motivations to put more focus on environmental sustainability:



Climate emergency

We are in a Climate Emergency and a time where human behaviour is determining the environment around us.

As a result of the 'Great Acceleration' since the 1950s, we are in urgent need of reducing emissions to hit Net Zero by 2050 and halve emissions by 2030 in order to try to keep global warming under 1.5 to 2 degrees.



Biodiversity crisis

Since 1970 UK species have declined by 19%, and nearly 1 in 6 species are now threatened with extinction.

The new Global Biodiversity Framework includes the commitment by nations to protect 30% of their land and seas for nature, by 2030 ('30 by 30').



Influencing others

We have a unique role as an influencer and connector in our community and across the physical activity sector.

We must use our voice to have impact and walk the talk of a lighter footprint.



Sport and activity venues and events

By 2050, it is estimated that 1 in 3 British Golf Courses will be damaged by rising sea levels.

23 out of the 92 English Football League grounds can expect annual flooding and only half of the venues that have previously hosted the Winter Olympics would be able to hold them again. If this is the level of impact expected at a nationwide and global level, this will likewise impact our grassroots events and venues which our movement for movement is so dependent on.

3 / Why does environmental sustainability matter to us?



Team commitment

This is something we care about as a team and as individuals and we are not prepared to be inactive in this space.



Responsibility and accountability

We strongly recognise that we have a collective responsibility.

We as:

- a charitable organisation
- an employer
- a local stakeholder
- a member of our community,
- a part of the Active Partnerships network
- a Sport England system partner

Take responsibility and accountability for our environmental footprint and impact.



Leisure facilities

We're very aware that leisure facilities are significant contributors of carbon emissions.



Cost savings

We see cost savings as representing opportunities.

Many of the more sustainable choices are also opportunities for cost savings, such as reducing energy and water consumption and reuse over recycling.

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4

Where are we now on our environmental sustainability journey?

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Current achievements

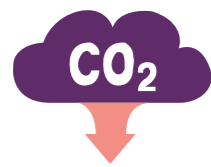
Building our first ESG Plan, has helped us reflect and recognise some of the work we are already doing in the space of environmental sustainability:

GIKI

Our team has access to the GIKI platform where we have assessed our own personal carbon footprints and start taking steps towards reducing it.

Our average annual footprint as individuals is currently 8,561 Kg. Our end of year target is to get to 7,584Kg and by 2030 we all need to be at 2,500Kg so we have a way to go - but we will tackle it one step at a time.

Team Achievements



375kg

Carbon reduction commitments



2,175l

Water savings commitments



114m²

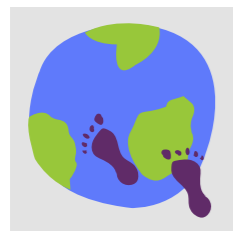
Less land will be needed



91

Single-use plastic items required

Footprint



375kg

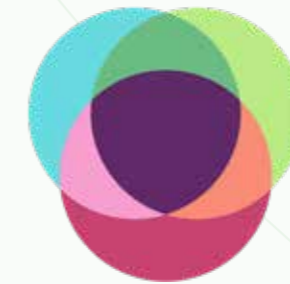
Carbon reduction commitments

Score



373

Average Giki Score



giki.

Engage Employees On Sustainability

Founded in 2017 by husband and wife Jo and James Hand, Giki is an evidence-led B Corp and Social Enterprise. Our mission is to help people take more climate action.

To do this Giki works with companies to engage their employees on sustainability. Giki has worked with over 100 companies, across sectors and around the world, and we've been selected as a UN backed Race to Zero Accelerator for employee engagement.

Giki believes that there are many people who are ready, and willing, to take climate action but they need information, and inspiration, to help them start today. Their programme combines the team's experience in sustainability, behaviour change, communications and the best practice we've seen from the leading companies worldwide to make this happen.

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4 / Where are we now on our environmental sustainability journey?



Green and blue space promotion

In our mission to enable more people to be more active, more often we promote **green and blue spaces**.

The activities available in those spaces to residents, through the Let's Move Lincolnshire website.



Walking and Cycling

We also promote **walking and cycling** as part of people's daily lives.

This has a positive impact on health and the environment.



Active Travel promotion

Through the Cycle to Work Scheme, we promote **Active Travel** and pay employees mileage for travel by bike.

To support uptake of the scheme we provide a shower at the office.



Active Travel promotion for events

We promote **Active Travel**, public transport and better environmental decision making.

We encourage car sharing to meetings where possible.



Physical Activity sector support

We proactively share and **signpost information and tools** regarding the environment.

This includes sustainable business practices to the wider physical activity sector.



Wheels For Life

We have enabled **Wheels For Life** a bike donation scheme set up to re-home bicycles across Lincolnshire.

The county-wide bike recycling programme takes in pre-loved bikes and brings them back to a usable condition, before distributing them to people who do not have the opportunity to enjoy the varied benefits of owning and using a bike. Recycling bikes through this scheme helps the environment by reducing waste, whilst also promoting and increasing the ability of people to undertake active travel.

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How did we get here?

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“The ‘S’ of ESG is already core, in many ways, to what Active Lincolnshire does driving towards its vision, hence Active Lincolnshire’s first ESG Plan focuses on the less explored area of the Environment. This plan enables the organisation to better embed sustainability into what they do everyday and to start proactively influencing the wider sport, leisure, and physical activity sector. I’m particularly excited by the areas where the people and planet agendas merge with the focus on Active Travel and Moving In Nature.”

Ali Fisher,

Director, Plans with Purpose
Co-author of This Environmental and Social Governance Plan.

A holistic approach

We reviewed a range of resources (list below) and a number of ESG Plans shared by other organisations in the Active Partnerships network and sector.

In January 2024 we hosted a team workshop looking at the various inputs and prioritising as a team what we felt were the big and bold ideas and the quick wins, depending on level of complexity to deliver and level of impact.

We talked through ideas and opportunities with our Governance and Standards Committee and worked with external professionals to help to shape this plan.

Resources consulted:

- The 2023 Environmental Sustainability Consultation in Sport and Physical Activity by Useful Projects, sponsored by Sport England and Sport Scotland
- UK Sport's Environmental Sustainability Strategy
- The United Nations Climate Change Sports for Climate Action Framework
- BASIS – The British Association for Sustainable Sports
- Buddle and Sport England - Tackling climate change: Sustainable sport video
- WWF Office Guide
- GIKI

Our ESG Plan has critical interconnectivity with other Active Lincolnshire Plans that have been considered as part of this process:

- **The People Plan**
ESG training and desire to be an organisation that supports and cares for the environment.
- **Diversity and Inclusion Action Plan (DIAP)**
Our critical role at Active Lincolnshire to remove the inequalities that exist in sport and physical activity
- **Stakeholder Engagement Plan**
Much of what we want and need to do in our Environmental Sustainability Plan relies on our external influence, making our Stakeholder Engagement Plan a critical success factor in succeeding in ESG.



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Our Environmental and Social Governance framework.

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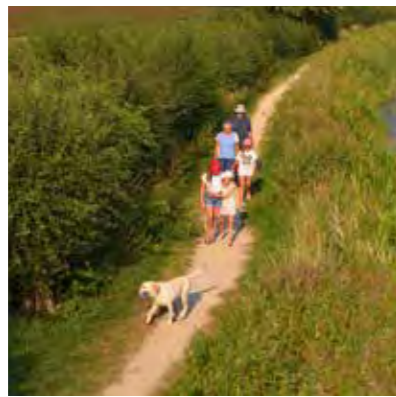
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Our ESG framework focuses on 6 pillars

Internal focus

Largely within our control and we must tackle and embed into our everyday ways of working in order to walk the talk of being a more sustainable organisation.



1. Core

We commit to prioritising the environment in all of our organisation behaviours and decisions



2. Net Zero

We commit to reducing our Greenhouse Gas emissions in Scope 1, 2, and 3



3. Waste

We commit to reducing the amount of virgin materials used and waste we produce

External focus

Within our sphere of influence in order to play a role in the key levers of change.



4. Influence

We champion and enable a more environmentally sustainable physical activity sector



5. Active travel

We champion active travel to increase activity levels whilst reducing emissions and improving biodiversity



6. Movement In nature

We champion movement in nature to get more people more active more often whilst appreciating and protecting nature

Commitments

Championing

Note: Net Zero

Targets and actions straddle both our internal and external work, with Scopes 1 and 2 emissions sitting internally and Scope 3 more externally.

Whilst we haven't yet completed a carbon footprint analysis of the organisation, we are confident the majority (likely 95%+) of our emissions footprint will sit in Scope 3 and therefore outside our direct control but inside our sphere of influence. One of our key next steps will be to run a carbon footprint analysis and put more details into our net zero roadmap but in the meantime, we will also get the ball rolling on what we believe to be some of the key actions. There is no time to waste in taking climate action.

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“The biggest mistake we can make today is to believe that someone else will do the difficult work and make the tough decisions needed to save our planet and tackle the climate crisis. By being bold and brave in our leadership and environmental stewardship today, we can move people from being idle to active, and we can shift people from being consumers to caretakers.”

Kelly Evans,

Chief Executive, Social Change (Certified B-Corp).
Active Lincolnshire Trustee and Chair of Governance and Standards Committee.

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Priority focus areas.

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Internal organisation and governance focus

There are a number of actions we will prioritise this year to embed environmental sustainability into our everyday ways of working and in our ways of working with partners, suppliers, peers, contacts and network. These include:

A Adding ESG criteria

- Our Project Planning process
- Our Funding Process
- Our Suppliers and Service Providers and tender processes
- Our Venues selection criteria
- Our LSPA Awards
- Our Events.

B Developing new policies

- Active Travel
- Sustainable Events
- Sustainable Procurement

C Team training

- Environmental sustainability
- BASIS Carbon Literacy Training

D Active influencing

- Working more closely with the management team at Nicholson's Building to influence sustainability practices and reducing waste and emissions

External influence focus

In terms of where we want to step up and use our influence for impact externally:

A Net Zero

- Setting a Net Zero target of halving our Scopes 1,2 and 3 emissions by 2030 and Net Zero by 2045
- Review the opportunity to sign up and pledge to the United Nations 'Sport Race to Zero'
- A 2024 Carbon Footprint analysis, carried out annually thereafter.
- Developing a Net Zero roadmap to 2030 and beyond

B Environmental focus

- Prioritizing support, advocacy and influence for 'active environments within the Lets Move Lincolnshire strategy, including active travel and outdoor movement opportunities aligned with strategic priorities.

C Influence and advocacy

- Support and enable the physical activity sector to understand and act on opportunities to reduce carbon emissions and to support their own organisations. Acting as a shining light for best practice in Environmental Sustainability.

D Active partnerships network

- Share and seek resources, learning and best practice on carbon footprinting, training, roadmapping, Giki and more

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Making Active Lincolnshire accountable.



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How?

Our Environmental Sustainability Champion will be responsible for monitoring progress against the plan and recording measures of success. Ultimately The CEO will be responsible for the team and Board having sight of the plan, ensuring resource for training and development opportunities are available and ensure the environment is at the heart of our decisions.

- The ESG plan will be published on our website [ActiveLincolnshire.com](https://www.activelincolnshire.com)
- Progress against the plan will be reviewed annually with the Board.
- The Governance and Standards Committee (a subcommittee of the Board) will review progress twice a year
- Progress against the action plan will be reviewed by the senior management team quarterly.
- Monthly team meetings will include ESG as an agenda and discussion item
- All Board papers, funding bids and project proposals and project plans will include a section to review potential environment impact of proposed work / decision being taken.



Our Action Plan. Year 1: 2024-25

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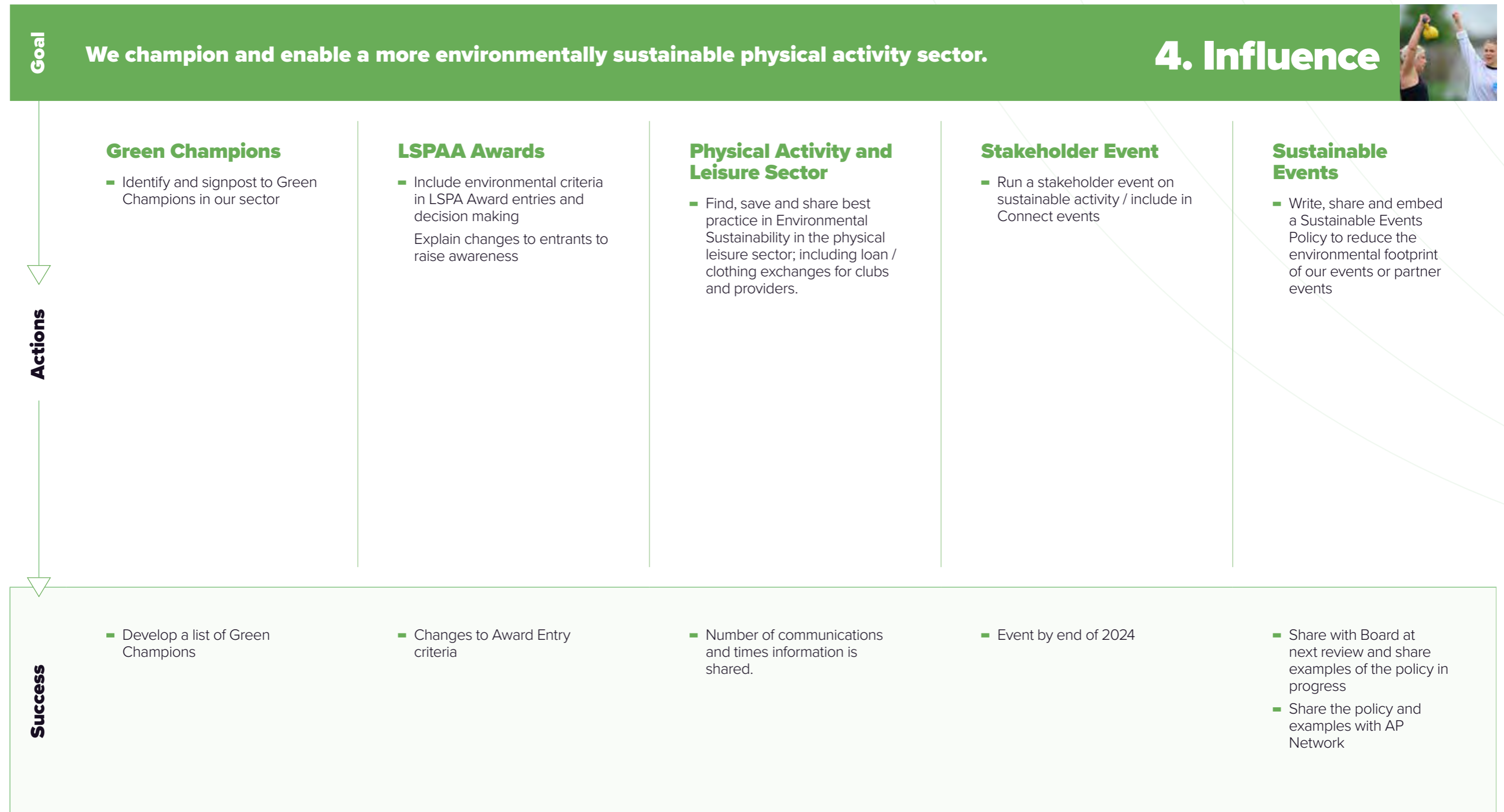


Goal	<h2 style="text-align: right;">2. Net Zero</h2>						
Actions	<p>Bank & Pensions</p> <ul style="list-style-type: none"> A key contributor to emissions is choice of bank we use and support. Many of the mainstream banks and pension providers support fossil fuel investment. Review opportunity to move to someone like Starling Bank as a responsible move to help reduce emissions Review Pension provider (a) <p><small>(a) switchfootwealth.co.uk</small></p>	<p>Carbon Footprinting</p> <ul style="list-style-type: none"> We will establish whether we are able to run our own carbon footprinting analysis (b) or whether we partner with someone like Compare Your Footprint to run a Year 1 benchmark <p><small>(b) see WWF Office Guide</small></p>	<p>Giki</p> <ul style="list-style-type: none"> Review Giki steps, footprint progress and leaderboard at awaydays 	<p>New Daily Habits</p> <ul style="list-style-type: none"> Emissions reductions through: <ul style="list-style-type: none"> Setting laptops to sleep mode instead of screensaver mode Agree an office temperature that works for everyone but is as low as possible to conserve energy Use natural lighting where and when possible Switch off lights Switch off instead of standby 	<p>Nicholson's Building</p> <ul style="list-style-type: none"> Support and influence Nicholson's on emissions reduction (c) Lead for positive changes across the whole building <p><small>(c) e.g. switching off versus standby policy, LED light bulbs, renewable energy supplies, energy monitoring, sealing off drafts, using natural air conditioning in the summer, move from gas to electricity where possible, turning lights off, use power strips to turn off multiple machines in one go, check for double or triple glazing, check insulation.</small></p>	<p>Roadmap</p> <ul style="list-style-type: none"> Start building an emissions reductions roadmap, capturing actions for Scopes 1, 2 and 3 	<p>Targets</p> <ul style="list-style-type: none"> Explore if we can pledge to the UNCC Sport Race to Zero Pledge Agree a Net Zero target of halving emissions by 2030 and Net Zero by 2045 across Scopes 1, 2 and 3 and publish
Success	<ul style="list-style-type: none"> Ensure our bank is a responsible one, according to external reviews Review our Pension provider to ensure it is a sustainable investment Feedback review results and recommended actions to the Board 	<ul style="list-style-type: none"> Year 1 carbon footprint analysis for Active Lincolnshire. 	<ul style="list-style-type: none"> Improved Giki score with a target of 7,584Kg by the end of the year 	<ul style="list-style-type: none"> Monitor energy consumption now and track quarterly to see if we are reducing our usage 	<ul style="list-style-type: none"> Meeting with Nicholson's Office lead Review progress with Nicholson's quarterly 	<ul style="list-style-type: none"> 1st draft roadmap by July Reviewed and updated 6 monthly for Board ESG Review 	<ul style="list-style-type: none"> Publish Net Zero targets on the Active Lincolnshire website Confirm by July if signing up to Sport Race to Zero

3. Reduce Waste



Goal	<p>We commit to reducing our Greenhouse Gas emissions in Scopes 1, 2 and 3 by half by 2030 and to Net Zero by 2045.</p>						
Actions	<p>Lock-Up</p> <ul style="list-style-type: none"> Re-home no longer used contents of the lock up 	<p>Daily Habits</p> <ul style="list-style-type: none"> Reduce packaging for food and supplies for office, meetings and events 	<p>Nicholson's Building</p> <ul style="list-style-type: none"> Meet with Nicholson's building to review waste, recycling and reuse policies and opportunities 	<p>New Daily Habits</p> <ul style="list-style-type: none"> Go as paperless as possible: <ul style="list-style-type: none"> Add footnote to email signatures to remind not to print whenever possible Ask each other if we need to print 	<p>Policy</p> <ul style="list-style-type: none"> Write, share and embed a 'Reuse' policy to minimise landfill and recycling 	<p>Paper</p> <ul style="list-style-type: none"> Source recycled paper for use in the office When printing for events, scope cost of printing on recycled paper and print on recycled if costs allow Go as paperless as possible Add footnote to email signatures to remind not to print whenever possible Ask each other if we need to print 	<p>Reduce Packaging</p> <ul style="list-style-type: none"> Reduce packaging for food and supplies for office, meetings and events Use reusable travel mugs and drinks bottles
Success	<ul style="list-style-type: none"> Contents of lock up re-homed for re-use 	<ul style="list-style-type: none"> Collate evidence of behaviour change towards reducing waste. Share examples of what/how we have reduced. 	<ul style="list-style-type: none"> Report and monitor progress 	<ul style="list-style-type: none"> Review at SMT for evidence of behaviour change towards being a paperless organisation. Ask for examples of what we have reduced. Track and reduce paper purchasing for office and event usage. 	<ul style="list-style-type: none"> Approved by GSC, policy is implemented. Share the policy and examples with AP Network 	<ul style="list-style-type: none"> Check paper sourcing is recycled 	<ul style="list-style-type: none"> 1st draft roadmap by July Reviewed and updated 6 monthly for Board ESG Review



5. Active Travel



Goal We champion Active Travel to increase movement whilst reducing emissions and improving biodiversity.

Actions	Incentives	Partner Events	Policy	Stakeholder Engagement	Walk And Cycle	Wheels For Life
Success	<ul style="list-style-type: none"> Track Active Travel as a team 	<ul style="list-style-type: none"> Event reviews / surveys 	<ul style="list-style-type: none"> Share with Board at next review and share examples of the policy in progress Share the policy and examples with AP Network 	<ul style="list-style-type: none"> Stakeholder engagement plan / LML actions and capture examples of best practice 	<ul style="list-style-type: none"> New content and one campaign per year 	<ul style="list-style-type: none"> Add growth target numbers for Wheels for Life donations and referrals

Goal We champion Active Travel to increase movement whilst reducing emissions and improving biodiversity.

6. Movement In Nature



Actions

Activities In Green And Blue Spaces

- Champion and promote green and blue space activities that encourage people to get active in nature e.g. gardening.
- Actively advocate for the people and planet benefits of movement in nature
- Promote options to be active - especially with young people
- Focus on inclusivity of movement in green spaces for all
- Support and advocate for 'no trace' messaging in green and plus spaces

Partnership

- Explore Partnership with Greater Lincolnshire Nature Partnership
- Explore partnership with Natural England's focus on protecting Sites of Special Scientific Interest (SSSI) in Lincolnshire, tapping into their 2042 target for 75% of sites to be in favourable condition and goal to establish another 25 National Nature Reserves by 2027.

Sport For Nature Pledge

- Review opportunity to sign up to the [United Nations Sports for Nature Pledge](#)
- Review the [United Nations Sports For Nature Handbook](#)

Success

- By end of 2024, show case one example of successfully championing movement in nature
- Board to Review Proposal in 2025



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MORE OFTEN.

Internal focus

External focus



1. Core

Prioritising the environment in all of our organisation behaviours and decisions

2. Net Zero

Reducing our Greenhouse Gas emissions in Scope 1, 2, and 3

3. Waste

Reducing the amount of virgin materials used and waste we produce

4. Influence

Championing and enabling a more environmentally sustainable physical activity sector

5. Active travel

To increase activity levels whilst reducing emissions and improving biodiversity

6. Movement In nature

Getting more people more active more often whilst appreciating nature

Commitments

Championing

Education, training and learning across the organisation.

Environmental Champion in the team.

Champion Active Travel to and for work.

ESG criteria in Project Planning and Delivery.

ESG criteria in Funding Processes.

ESG Core within Governance.

ESG criteria for suppliers and service providers.

Criteria for office equipment and supplies.

ESG criteria and Active Travel for events and venues.

Net Zero in Scopes 1 and 2 by 2030.

Halve Scope 3 emissions by 2030.

Net Zero by 2045.

Sign-up to UNFCCC Sport Race to Zero.

Carbon Foot-Printing and Road Map to Net Zero.

Support and Influence Nicholson's on Office Emissions Reductions, e.g.. Reviewing energy supplier.

Turn-off devices from standby.

GIKI Goals.

Review bank and pension providers.

Work with Nicholson's Building to reduce waste.

Reuse Policy and practice.

Recycled paper and printing.

Re-homing lock-up.

Go (fairly) paperless.

Travel Mugs at all times.

Reduce packaging food and supplies for office, meetings and events.

Supporting the physical leisure sector in ESG.

Stakeholder Event(s) on Sustainable Activity.

Champion and support providers to deliver sustainable activities including gardening.

Identify and signpost to Green Champions in our sector.

Promote Green and Blue Space Activities.

Sustainable Events Policy.

Include Env criteria in LSPA Awards.

Stakeholder engagement on Active Design and Active Environments.

Champion Wheels For Life Project.

UN Sports for Nature Pledge.

Promote and Champion Walking and Cycling to residents.

Sustainable Travel Policy for AL.

Influence and encourage active / sustainable Travel for AL Events.

Promote and use the Active Travel Incentives and Support.

Partnerships with Greater Lincolnshire Nature Partnership.

Actively Advocating for the People and Planet Benefits of Movement In Nature.

Promote Access to movement in green spaces for all.



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Environmental, Social Governance (ESG) Plan



The Point, Newland House, Weaver Rd, Lincoln LN6 3QN

admin@activelincolnshire.com

01522 730 325

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