

Our commitment to Environmental, Social and Governance (ESG)

Langstane Housing Association is a community based housing association serving many of the more socially excluded communities of Aberdeen, Aberdeenshire and Moray. Our social purpose is strong and our impact significant. Committed to the provision of genuinely affordable, quality homes and services that make a positive contribution to people's lives, we ensure our ethical standards are never compromised.

An Environmental, Social and Governance (ESG) framework is used to map out our global impacts and, if appropriate, how we will readdress these.

How we will embed ESG into our everyday activities

ESG has three central themes. These are:

- E** **Environmental** captures climate change, energy efficiency, carbon footprint, greenhouse gas emission, deforestation, biodiversity and other environmentally sensitive issues.
- S** **Social** covers employment standards, wages and benefits, diversity, human rights, community relationships, privacy and data protection, health and safety, supply change and other social justice issues.
- G** **Governance** captures the governance of 'E' and 'S' and includes corporate governance considerations.

Environmental

Global pandemic implications aside, as an organisation Langstane has reduced our consumption of single use plastics and we do not print unless absolutely unavoidable.

Our focus is now on:

- reducing the carbon footprint of our homes;
- reducing fuel poverty amongst our tenant population;
- improving recycling opportunities; and
- reducing energy consumption and waste.

Social

Langstane is an accredited living wage employer in the latter stages of our staffing structure review and job evaluation exercise but we recognise we can do more. As an employer we are focussed on:

- providing flexible, mutually beneficial working arrangements;
- investing in our people to ensure continuous improvement, our health and safety culture remains strong and our people's professional and personal development is evident;
- our people being reflective of our diverse customer group; and

- working with likeminded organisations that have strong inclusive values that support and can assist us to deliver our environmental and social ambitions.

As a social landlord, our focus is on:

- ensuring we deliver the range and level of services required by our tenants and other customers;
- using our purchasing power to maximise community benefit wherever possible; and
- using our influence to support those who require our assistance, knowledge and experience.

Governance

Langstane is a registered Scottish Charity governed by a voluntary Board of Management. We have a strong governance and risk management framework in place that is constantly being improved upon. We are compliant with the regulatory requirements of the Scottish Housing Regulator, our main governing body.

Our focus is on:

- improving the diversity of our organisation to reflect those we serve;
- adopting a human rights approach to influence our decision making; and
- ensuring our systems of governance foster sustainability, embed the values required to achieve sustainability and help Langstane to achieve the diverse goals across the spectrum of 'E' and 'S'.