

'FRONT FOOT ACTION'

SUSTAINABILITY PLAN AT A GLANCE



Our 'Front Foot Action' Sustainability plan has been developed based on three key focus areas: **Governance and Organisation Integrity, Economic and Financial Sustainability** and **Climate Change**. At this moment in time, the PCA are unable to become signatories of the Sport for Climate Action Framework, because we are not a national governing body, venue or sports club. Nevertheless, the principles within the framework provide a guide for our plan and therefore we have adopted their principles within our plan:

- **Principle 1:** Undertake systematic efforts to promote greater environmental responsibility.
- **Principle 2:** Reduce overall climate impact.
- **Principle 3:** Educate for climate action.
- **Principle 4:** Promote sustainable and responsible consumption.
- **Principle 5:** Advocate for climate action through communication.

PCA SUSTAINABILITY PLAN OUR APPROACH

SUSTAINABILITY VISION: To contribute to ensure a healthy environment for current and future generations by operating in a manner that minimises its impact on the environment

OUR AMBITIONS WHAT WE FOCUS ON

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| 1
To deliver strong governance and organisation integrity | 2
To have economic and financial sustainability | 3
To tackle Climate Change |
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OUR MISSION WHAT OUR PURPOSE IS

Promote a sustainability culture in line with the PCA values, while encouraging members and Line Managers to think in a sustainable manner within their sphere of influence

Invest in ethical funds and products - this includes a strict prohibition on investment into funds associated with gambling or other industries which may have negative associations with cricket and the PCA

Collect data to reduce Co2 emissions from PCA operations and support ECB initiatives and research to improve the analysis and management of risks associated with climate change

OUR TARGETS WHAT ARE OUR GOALS?

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| <ul style="list-style-type: none"> • Increase the personal responsibility and engagement of our employees with sustainability through implementation of NetZero portal • Include sustainability as Board agenda item once a year • Ensure all office supplies are recyclable or reusable by 2030 | <ul style="list-style-type: none"> • Sustainable procurement: All suppliers and sponsors linked to the PCA have a sustainability plan by 2030 • Reduce single use products/services and short life items by 50% and replace with sustainable sourced products | <ul style="list-style-type: none"> • Reduce travel emissions by 25% by 2030 • Raise the awareness of climate change to PCA staff and players through education delivery • Explore and increase employee volunteering opportunities linked to sustainability through the 'Pay it Forward' programme by 2030 |
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OUR STRATEGIES WHAT ACTION WILL WE TAKE?

We will:

- engage with our members and employees on the importance of sustainability and how they play a role
- maintain our Risk Register and continuously reviewing our Governance processes
- embed objectives related to sustainability in the appraisal process

We will:

- review our supply chain to ensure growth and financial health for the PCA
- review our goods and stock of our single use and short life items for cost savings and recycling

We will:

- review our expense policy and embed a sustainable travel policy consider the impact of our operations on local ecosystems and take steps to protect and enhance biodiversity.
- communicate to and educate our employees and members on climate change

BENEFITS

- Increases the PCA's reputation within the game
- Cross collaboration with sponsors and partners to advocate for sustainability

- Creates financial stability, positive environment and social impact

- Reduces our carbon footprint and be seen as an employer of choice
- Platform for the 'Player Voice' to advocate for climate change