



Environmental, Social and Governance (ESG) Statement

This ESG Statement outlines our commitment to sustainable and responsible business practices in accordance with the latest UK regulations and global standards for the year 2025. We aim to integrate environmental stewardship, social responsibility, and governance transparency into all aspects of our operations.

The Dyslexia Association (TDA) is aware of the impact our charity has in the wider world and so we acknowledge that our operations are sustainable and responsible, and we incorporate the following when we consider this impact:

Environmental – how we interact with our environment with an emphasis on sustainability.

Social – being proactive with the management of the social impact our organisation has on our communities and our employees, volunteers, casual workers, and trustees.

Governance – ensuring our charity is transparent and can evidence effective governance which underpins everything we do.

With this TDA also acknowledges the connection between the climate and other environmental crises and the threat of current and future homelessness, disease, food and water shortages and poverty for millions of people around the world, as well as the major damage being caused to our natural eco-systems.

It therefore recognises its responsibility to reduce its carbon and environmental footprints and formally commits itself to being a social and environmentally responsible charity.

Although we are a small charity, we know that small actions can lead to big results, so we have identified the following actions as realistic and achievable in our three-year strategic plan (2024 – 27):

1. Make our operations and our office processes paperless
2. Reduce our energy consumption
3. Make remote based meetings, training, and services the first option
4. Encourage sustainable travel options where in person services and training are required
5. Invest in our staff wellbeing including flexible working policies and practices
6. Implementation of pay review cycles and commitment to being a 'living wage' employer
7. We promote diversity, equity, and inclusion (DEI) across our workforce
8. We support employee wellbeing and actively engage with local communities
9. We uphold ethical conduct and enforce anti-corruption measures

10. We integrate ESG considerations into our financial reporting and strategic planning

These are not the only actions to have been identified, but they are a great place to start. TDA have more ambitious goals to be incorporated into our future, these are:

- Work towards an annual impact statement which should include an environmental audit of the charity.
- Improvements of TDA's environmental performance to be a standard annual item on the trustees meeting cycle.
- All staff contracts to incorporate a clause stating they will be expected to contribute to TDA's aim of being an environmentally responsible organisation in how they carry out their day-to-day duties.
- Induction procedures to include environmental, social and governance information and practices to gain 'buy in' from day one.
- TDA will ask all future suppliers for their environmental policies and evidence of implementation for supplier selection.
- TDA will observe existing environmental legislation as a minimum standard and seek to outperform where practicable
- TDA will develop an ESG policy for all staff including volunteers, casual workers, and trustees.
- Identify further actions to contribute to net zero by 2050.

Statement owner	CEO (Chief Executive Officer)
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