Sustainability Policy

Definitions

Sustainability: Sustainability encompasses environmental, social and economic dimensions. A widely accepted definition of sustainability is: "Meeting the needs of the present without compromising the ability of future generations to meet their own needs." (Brundtland Report, 1987)

Carbon Footprint: Carbon footprint is a measure of the amount of carbon dioxide or CO_2 emitted through the combustion of fossil fuels. In the case of an organisation, business or enterprise, it is the carbon emitted as part of their everyday operations.

Natural Resources: Parts of nature, including, soil, air, water, flora and fauna, which have a real or potential economic, social or cultural value

Policy Statement

The sustainability policy of RAPID applies to all staff, including Board members, and senior managers, permanent and temporary staff, interns, volunteers, and field workers, and the people involved in any other capacities while working for or representing the organization.

RAPID commits to improve its sustainability performance through promoting a culture of sustainability, managing its operations in a manner that minimises its environmental and social impacts and enabling the integration of sustainability principles and practices into research, advocacy and stakeholder engagement activities.

RAPID aims to meet this commitment by:

- Minimising its environmental impact and managing its carbon footprint
- Minimise use of natural resources
- Incorporating environmental concerns into its decision-making process
- Providing training and support for staff to adopt sustainability principles and practices
- Communicating relevant sustainability information and required practices to all staffs and the wider community
- Undertaking research that will help achieve sustainable development
- Sharing and exchange sustainability knowledge and experience with the community, the public and private sectors, and other stakeholders

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Valuing and Promoting Diversity

RAPID is committed to valuing and promoting diversity. RAPID aims to provide all staffs with the opportunity for career and personal development on the basis of ability, qualifications and suitability for the work. RAPID firmly believes that people from diverse backgrounds can bring in fresh ideas and approaches that make the way work is undertaken more effective and efficient.

RAPID will not tolerate any direct or indirect discrimination against any person on grounds of age, disability, gender/gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex or sexual orientation whether in the field of recruitment, terms and conditions of employment, career progression, training, transfer or dismissal.

It also remains the responsibility of all staff in their daily actions, decisions and behaviour to endeavour to promote these concepts, and to ensure that they do not discriminate against colleagues, clients or any other person associated with or comes in contact with RAPID

Ensuring social, ethical and equal opportunities

RAPID is committed to foster positive social and ethical impacts through its research and advocacy activities. To achieve this, RAPID aims to do the following:

- Strive to fulfill International labour standards in line with the principles of the International Labour Organisation Conventions – i.e., no underage, forced or bonded labour, freedom for employees to form trade unions etc.

- Provide equal opportunities for all employees

- Ensure employee access to training, lifelong learning and career development

- Ensure fair recruitment processes based on skills and ability

- Ensure providing performance management, training, development and promotion

- Foster engagement within the community

- Prohibit any form of bribery and corruption

Monitoring and action

Executive Director is responsible for ensuring that all employees of RAPID adhere to the sustainability practices set out in this policy. RAPID Executive Director should be immediately informed of any potential breach of this policy.

RAPID provides adequate attention to implement this policy and will ensure it is well communicated and understood by every staff in the organization.