Eastlight Community Homes

THE EASTLIGHT CODE OF CONDUCT

Owner	Chief Executive Officer
Directorate	People
Authorising body	Board
Resident involvement	Yes
EIA	No
Published	November 2026
Next review	November 2028
Review frequency	2 years (biennial)
Version	V1

Contents

1.	Introduction	3
2.	Scope	3
3.	Responsibilities of Eastlight's Board	3
4.	How the Code is Structured	4
5.	Application of this Code	5
6.	Compliance with this Code	5
7.	Legal Requirements & Policies	5
8.	Terminology Used in this Code	5
9.	PART ONE: Acting in the Best Interests of Eastlight & Its Residents	7
10.	PART TWO: Behaving with Integrity	9
11.	PART THREE: Conducting Yourself Professionally & Treating Others Well	13
12.	PART FOUR: Protecting Yourself, Other People & the Environment	17
13.	Equality Impact Assessment	18

1. Introduction

1.1 At Eastlight Community Homes (hereafter 'Eastlight'), we believe it's vital that every person who works for, works with or represents a housing association is held to the highest standards of conduct, behaviour and professionalism.

1.2 This Code of Conduct sets out Eastlight's standards of appropriate conduct and behaviour. As a member of the National Housing Federation (NHF), our Code of Conduct is aligned to best practice and based upon the latest NHF Code of Conduct.

1.3 It ensures we act in the best interests of Eastlight residents and the organisation; behave with integrity; treat others fairly, with respect and empathy; take responsibility; and act with care and diligence.

2. Scope

2.1 The Eastlight Code of Conduct sets the standards of conduct for people who are involved with Eastlight, such as individual employees– including interim workers, contractors, Board and Committee Members, volunteers and involved residents.

2.2 If an employee who has a contract of employment, or a Board or Committee Member who has a deed of agreement for service, has a conflict between their contract or deed and this Code, then the contract or deed will prevail.

2.3 This Code is a companion document to the NHF's Code of Governance (2020), which Eastlight has adopted in full. The NHF Governance and Conduct Codes are designed to be used in conjunction with one another. Eastlight has sought to ensure there is no duplication between our Code of Conduct and the NHF Code of Governance.

2.4 Eastlight's Board has adopted the principles of the Eastlight Code of Conduct, and it expects the Code to be adhered to by all those it applies to.

3. Responsibilities of Eastlight's Board

3.1 The Board is ultimately responsible for the actions, policies and work of the association. It has a duty to ensure that all those concerned comply with this Code.

3.2 The Board and Senior Leadership Team have a responsibility to set an appropriate framework of policies, delegations and procedures.

3.3 We commit to promoting a culture that enables and supports all individuals to meet their responsibilities, including those set out in this Code, and to deliver the best possible service for residents and users of other services provided by Eastlight.

3.4 Eastlight's People Team can be contacted for further information or guidance about the details or application of this Code.

4. How the Code is Structured

4.1 The Eastlight Code of Conduct is split into four main parts, each embodying a key theme arising from the core purpose and values of Eastlight.

4.2 The four parts of the Code are:

4.3 Part One: Acting in the Best Interests of Eastlight & Its Residents

4.3.1 Every person concerned with this Code has a responsibility to carry out their role in full, and in line with Eastlight's purpose and values.

4.4 Part Two: Behaving with Integrity

4.4.1 The reputation and good name of Eastlight depends, in part, on compliance with this Code, and with the laws, policies and procedures that it refers to. The integrity of those involved needs to be beyond doubt and seen to be so.

4.5 Part Three: Conducting Yourself Professionally & Treating Others Well

4.5.1 Professionalism, consideration and respect for others, and a commitment to the principles of equity, diversity and inclusion, are fundamental to the delivery of Eastlight's objectives, operations and social purpose.

4.6 Part Four: Protecting Yourself, Others & the Environment

4.6.1 Every person has a responsibility, while on Eastlight's business, to protect their own health, safety, security and wellbeing and that of others, and, where reasonable, to make a positive environmental impact.

4.7 Each part of the Code comprises a set of principles and detailed expectations. Where requirements apply differently to different groups (Board Members, involved residents and employees), subheadings within the relevant section are used to distinguish between them.

5. Application of this Code

5.1 The Code of Conduct cannot cover every situation in which people may find themselves as they perform in their roles.

5.2 All employees, contractors, Board and Committee Members, volunteers and involved residents need to apply good judgement, even where the Code does not contain specific requirements and guidance.

5.3 It is always important to consider how any action taken or decision made aligns with Eastlight's purpose and values, and what impact they may have on residents and the organisation's reputation (for example, "Think Customer").

5.4 The application of this Code is supported by Eastlight's policies and procedures.

6. Compliance with this Code

6.1 We require all parties for which this Code applies to comply with this Code and to be accountable for their behaviour and actions.

7. Legal Requirements & Policies

7.1 The Code is written on the assumption that those using it will comply with all legal and regulatory requirements relevant to this Code and with all of Eastlight's policies, procedures and any employment contracts or deed of agreement for services.

8. Terminology Used in this Code

8.1 Board

8.1.1 'Board' includes any Board of Management, management committee, Board of Trustees, and all similar governing bodies, however named.

8.2 Board & Committee Members

8.2.1 'Board & Committee Members' is a catch-all term used when we want to collectively describe those who are appointed to the Board or one of the Board's delegated Committees. For individual and more comprehensive definitions, please see our Board & Committee Membership Policy.

8.3 Contractors

8.3.1 'Contractors' includes those other than Board Members, employees and involved residents who are directly involved in delivering Eastlight's business activities. This includes contractors, sub-contractors, consultants and agents.

8.4 Involved Resident

8.4.1 'Involved Resident' includes residents and other customers (as defined below) who are formally involved in delivering, improving or scrutinising Eastlight's activities.

8.5 Known Relationship

8.5.1 For the purposes of this Code, 'Known Relationship' means related parties and close connections. We do not expect relationships with acquaintances to be covered by this term.

8.6 Microaggression

8.6.1 'Microaggression' is a term used for brief and commonplace verbal, behavioural or environmental slights that may communicate hostile, derogatory or negative attitudes towards certain groups of people.

8.7 People with Whom You Are Closely Connected

8.7.1 In broad terms, this means your family, relatives or business partners, as well as businesses in which you have an interest through ownership or influence. The term includes your spouse or unmarried partner or civil partner, children, siblings, grandchildren and grandparents.

8.8 Residents & Other Customers

8.8.1 This means residents, tenants, leaseholders, shared owners and users of other services provided by Eastlight.

8.9 Employee Member ('Employee')

8.9.1 'Employee Members' includes Eastlight's employees and any other persons fulfilling the role of a paid employee, such as those deemed to be workers, interim placements, or those on secondment from another organisation.

8.10 Culture

8.10.1 'Culture' describes how we do things at Eastlight. It is the shared values, attitudes and behaviours that influence how people carry out their roles and how residents and customers experience our services.

8.11 Personal Familiarity

8.11.1 For the purposes of this Code, personal familiarity refers to relationships that compromise, or could reasonably be perceived to compromise, professional boundaries, objectivity, independent judgement, or appropriate governance

arrangements.

8.12 Professionalism

8.12.1 A set of behaviours that reflects the standards, skills, competencies, ethics and conduct expected of an individual in their role.

8.13 Protected Characteristics

8.13.1 The characteristics protected under the Equality Act 2010, namely: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

8.14 Strategic Objectives

8.14.1 The specific goals Eastlight sets to deliver its strategy, purpose and long-term ambitions for residents, customers and communities.

8.15 Environmental Sustainability

8.15.1 The impact that decisions and actions have on the natural environment, including climate change, carbon emissions, energy and water use, waste, pollution, biodiversity and the responsible use of resources.

9. PART ONE: Acting in the Best Interests of Eastlight & Its Residents

9.1 You have a responsibility to discharge your role in line with the purpose and values of Eastlight.

9.2 A) Meeting Your Responsibilities

9.2.1 The Principle:

- You must fulfil your duties and obligations responsibly, acting at all times in good faith and in the best interests of Eastlight, for the delivery of its strategic objectives.

9.2.2 Expected of All:

- **A1:** You must always try to fulfil the requirements of your role to the best of your ability. If any circumstances arise that limit your ability to meet your responsibilities, you must raise this through the appropriate channels
- **A2:** In carrying out your role, you must always seek to further Eastlight's strategic objectives, reflecting Eastlight's values
- **A3:** You must not act in a way that discriminates against, or unjustifiably

favours, particular individuals, groups or interests, including on the basis of any protected characteristics they may have

- **A4:** You must consider the impact of your actions on the safety and wellbeing of residents
- **A5:** You must act with diligence and care. This includes understanding and complying with Eastlight's key policies, including Data Protection, Health & Safety, Competence & Conduct, Reasonable Adjustments, Safeguarding and Conflicts of Interest, as well as any other legal, regulatory and policy requirements relevant to your role. You must also prepare properly for meetings and decisions and escalate risks, issues or concerns promptly through the appropriate channels
- **A6:** You must not ignore, conceal or minimise issues, risks or concerns requiring action, and you must raise them through the appropriate channels.

9.2.3 Expected of Board Members:

- **A7:** You must respect the principle of collective decision-making and corporate responsibility
- **A8:** You must ensure that you declare to Eastlight any relevant personal relationships, employment and other appointments you hold, and that these do not interfere with your ability to perform or conflict with your role as a Board Member.

9.2.4 Expected of Employees:

- **A9:** You must consult your manager before taking any other paid or voluntary work that may interfere with your existing job or conflict with the terms set out in your contract of employment.

9.3 B) Representing Eastlight

9.3.1 The Principle:

- In representing Eastlight in any capacity, including at external events, in dealings with outside bodies and on social media, you are an ambassador for Eastlight and must uphold and promote its values, objectives and policies.

9.3.2 Expected of All:

- **B1:** In representing Eastlight, you must act in accordance with its values, policies and goals
- **B2:** You must not conduct yourself in a manner that could reasonably be regarded as bringing Eastlight into disrepute
- **B3:** You must not make derogatory, false or otherwise damaging comments, in-person or through any medium, about Eastlight or any person, service or organisation connected with it

- **B4:** You must not seek to officially represent the views or position of Eastlight without prior authority
- **B5:** You must adhere to Eastlight's policies in the use of data, digital systems, AI and social media, ensuring that human judgement remains central to decisions and that technology is not used in a discriminatory, misleading or inappropriate way
- **B6:** You must protect Eastlight's information and systems from digital threats by reporting cyber security incidents or suspected data breaches promptly, and taking reasonable care when using email, online services, mobile devices and other digital tools
- **B7:** When representing Eastlight through any medium, including social media, you must at all times act with professionalism
- **B8:** Where any personal social media accounts refer to your role with Eastlight, you must make it clear in what capacity you are communicating
- **B9:** If you intend to engage in an activity, including political or campaigning activity, which may reasonably be regarded to affect Eastlight, you must obtain prior consent. Such consent must not be unreasonably withheld, unless your activity poses a material risk to Eastlight.

9.3.3 Expected of Board Members:

- **B10:** Individuals with a conflict should not take part in discussions and decisions relating to that conflict and should be prepared to resign if the conflict is material or long-standing and, in the opinion of the Board, cannot be managed appropriately.

10. PART TWO: Behaving with Integrity

10.1 The reputation and good name of Eastlight depends on compliance with this Code, and with the laws, policies and procedures that it refers to. The integrity of those involved needs to be beyond doubt and seen to be so.

10.2 C) Conflicts of Interest

10.2.1 The Principle:

- You must take all reasonable steps to ensure that no conflict arises, or could reasonably be perceived to arise, between your duties to Eastlight and your personal interests, other duties and relationships.

10.2.2 Expected of All:

- **C1:** You must formally declare to Eastlight, at the earliest opportunity, any interests which may, or may be perceived to, or may in the future, conflict with

the duties of your role

- **C2:** You must declare any known relationship with a person applying for or performing a role within Eastlight and must not be involved in their appointment, performance management or reward
- **C3:** You must declare any known relationship with a resident, potential resident or other customer of Eastlight. You must not be involved in decisions relating to their relationship with Eastlight, or seek or accept preferential treatment for them
- **C4:** You must declare any known relationship with a person or organisation seeking appointment as a contractor or supplier to Eastlight and must not be involved in their appointment, performance management or reward
- **C5:** Except where specifically permitted, as set out in Eastlight's policies, you must avoid using its contractors and suppliers for private purposes
- **C6:** You must declare any secondary employment, self-employment, voluntary role, consultancy, directorship or other external appointment to Eastlight in line with the relevant policy and update this declaration if your circumstances change
- **C7:** You must not use, or attempt to use, your position to promote personal interests or those of any connected person, business or other organisation for personal gain
- **C8:** You must not seek to influence decisions improperly, including by using your role, relationships, access to information or position within Eastlight to secure an unfair advantage for yourself or others
- **C9:** Eastlight employs colleagues who may also be Eastlight residents. From time to time, situations may arise where personal interests could conflict, or appear to conflict, with professional responsibilities. You must manage these situations transparently and in a way that protects colleagues, Eastlight and our wider customer community
- **C10:** You must never access your own customer, tenancy, housing, repairs, rent, complaints, support or other records using Eastlight systems, regardless of whether you have the technical ability to do so. This applies to all Eastlight systems, databases, documents, case management systems, customer portals intended for employees, electronic records, and any information held by Eastlight about you as a customer, tenant, leaseholder, applicant or household member
- **C11:** You must not view, search for, access, amend, update, add to or delete information relating to yourself, members of your household, family members, friends, neighbours, associates or any person with whom you have a personal connection. You must not use your role, system access or knowledge of internal processes to obtain information about your own case or that of a connected person

- **C12:** If you are engaging with Eastlight as a customer, applicant, representative or advocate for someone with whom you are closely connected, you must act in a personal capacity. This means using a personal email address rather than your Eastlight email address, following normal customer processes and channels, and not relying on knowledge, contacts or access gained through your employment to influence outcomes
- **C13:** If you believe an issue relating to your own home, tenancy, application or that of a closely connected person requires escalation, you must discuss this with your line manager before taking any action. You must not directly approach other colleagues outside normal customer processes
- **C14:** Where you require information relating to your own home, tenancy, account, application, complaint or other customer matter, you must use the same channels available to any other customer and submit requests through the appropriate process
- **C15:** A person who is closely connected includes family members, friends, neighbours, associates or anyone with whom you have a close personal or business relationship. A family member should be interpreted broadly and may include individuals who are not related by birth or law but who could reasonably be regarded as family
- **C16:** Any breach of these requirements, including unauthorised access to records or failure to declare a conflict of interest, may result in disciplinary action. In serious cases, this may constitute gross misconduct and may also need to be reported as a personal data breach.

10.2.3 Expected of Board Members:

- **C17:** Individuals with a conflict should not take part in discussions and decisions relating to that conflict and should be prepared to resign if the conflict is material or long-standing and, in the opinion of the Board, cannot be managed appropriately.

10.3 D) Bribery, Gifts & Hospitality

10.3.1 The Principle:

- In your role with Eastlight, you must not offer, seek or accept bribes or inducements to act improperly or corruptly
- You must not seek or accept gifts, hospitality or other benefits from individuals or organisations that might reasonably be seen to compromise your judgement or integrity, or place you under an obligation to those individuals or organisations
- You must not seek or accept preferential treatment in the provision of benefits such as housing accommodation or employment.

10.3.2 Expected of All:

- **D1:** You must not solicit or seek gifts or hospitality or other benefits
- **D2:** Any gifts or hospitality offered to or by you must be either declared or declined according to Eastlight's Integrity, Conflicts & Gifts Policy
- **D3:** If you are offered a bribe, hospitality or a gift, which is or may be in return for expected preferential treatment, you must decline and declare this immediately to the appropriate person.

10.4 E) Funds, Resources & Personal Benefit

10.4.1 The Principle:

- You must not misuse Eastlight's funds or resources or seek preferential treatment for your own personal benefit.

10.4.2 Expected of All:

- **E1:** You must ensure that Eastlight's funds and resources are used properly and efficiently
- **E2:** Your procurement decisions must be guided by Eastlight's policies, ensure fairness in decision-making and in line with relevant law
- **E3:** You must take all reasonable measures to protect Eastlight's funds, resources, property and assets from fraud, theft, damage and misuse
- **E4:** If you claim reimbursement for any expenses, you must do so in line with Eastlight's Travel & Expenses Policy and procedure.

10.5 F) Confidentiality

10.5.1 The Principle:

- You must process information in accordance with the law and Eastlight's policies and procedures.

10.5.2 Expected of All:

- **F1:** You must not disclose, without the required permission and authority, any personal data about residents, tenants, customers, or colleagues
- **F2:** You must not disclose, without authority, any confidential or sensitive business information. This duty continues to apply after you have left Eastlight or stepped down from your position
- **F3:** You must not, without authority, pass or distribute to the press, media or any other external recipient(s) any unpublished information or materials relating to Eastlight, unless you are doing so in accordance with Eastlight's Whistleblowing Policy and procedure
- **F4:** You must not prevent another person from gaining access to information

to which they are entitled to by law

- **F5:** You must handle personal, sensitive and confidential information securely, including when using digital systems or AI tools, and you must report any actual or suspected data breach, cyber security incident or inappropriate access to information through the appropriate channels.

10.6 G) Reporting Concerns

10.6.1 The Principle:

- You must report to the appropriate person within Eastlight any reasonable suspicions you have about possible wrongdoing in line with Eastlight's relevant policies and procedures.

10.6.2 Expected of All:

- **G1:** If you have a concern about possible wrongdoing, you must immediately report it via the appropriate internal channel or external body. This includes becoming aware of potentially dishonest or fraudulent activity, and material breaches of this Code or relevant legislation, including health and safety
- **G2:** If you believe that you are being told and required to act in a way which conflicts with this Code or legislation, you must immediately report it through the appropriate channel
- **G3:** You must not victimise or disadvantage any person who uses or intends to use Eastlight's confidential reporting (whistleblowing) procedures to report actual or alleged wrongdoing.

11. PART THREE: Conducting Yourself Professionally & Treating Others Well

11.1 Professionalism, consideration and respect for others, and a commitment to the principles of equity, diversity and inclusion, are fundamental to the delivery of social purpose.

11.2 H) Respect for Others

11.2.1 The Principle:

- You must treat all others with respect and consideration.

11.2.2 Expected of All:

- **H1:** You must treat everyone you meet when performing your role with equal respect, professionalism and consideration

- **H2:** You must show respect for individuals' chosen identities
- **H3:** You must promote, through your own behaviours, an organisational culture that is welcoming, accepting and accommodating to people of all backgrounds, cultures and personal and protected characteristics
- **H4:** You must not harass, bully or attempt to intimidate any person, or use threatening or aggressive behaviour or other discriminatory behaviours. You must seek to avoid microaggressions in your speech and behaviour
- **H5:** You must not display materials in your workplace or use language in the performance of your role which other people might reasonably find offensive
- **H6:** You must report through appropriate channels any instances of harassment, unfair or unequal treatment in the workplace, and, where it is your role to do so, you must investigate any such reports thoroughly, with compassion while respecting confidentiality
- **H7:** You must demonstrate empathy, fairness and awareness of lived experience, avoid assumptions and recognise the impact that power, authority and language can have on residents, colleagues and other customers.

11.3 I) Working with Residents & Other Customers

11.3.1 The Principle:

- You must be professional, fair and courteous in all your dealings with residents and other customers.

11.3.2 Expected of All:

- **I1:** You must seek and value views from residents and other customers when making decisions that will affect them
- **I2:** You must not allow any personal relationship with a resident or other customer to influence how you discharge your role and responsibilities
- **I3:** You must not give personal gifts or loans of money to, or receive personal loans or gifts of money from, residents or other customers
- **I4:** You must handle residents' and other customers' money only where absolutely necessary and ensure that a receipt is completed for every transaction. In any event, you must operate in accordance with Eastlight's financial policies, procedures and controls to ensure appropriate handling of any and all funds
- **I5:** You must not invite or influence a resident or other customer, unless they are a person who you are closely connected to, to make a will or trust under which you are named as executor, trustee or beneficiary
- **I6:** You must fully consider how residents or other customers will experience and be impacted by the service you provide. Before acting, you are required to think about:
    - The short and long-term effects of your actions

- The residents' individual needs and preferences
- Whether your communication is clear, respectful and appropriate
- Any past insights or experiences to help you when making tough decisions
- Whether you, yourself, would be happy with the service being provided.

- **I7:** Your actions in respect of the service you provide residents and other customers should always be respectful and appropriate
- **I8:** You must be able to explain decisions that affect residents and other customers, respond constructively to feedback or challenge, and consider how complaints, resident scrutiny and service feedback should inform future improvement
- **I9:** When entering a resident's home or personal space as part of your role, you must respect their privacy, dignity, personal property and the fact that you are entering someone's home
- **I10:** You must not make assumptions about residents based on their tenure, circumstances or background. You must challenge language or behaviour that reinforces stigma about residents or social housing and ensure that your own words, actions and decisions promote dignity, fairness and respect.

11.4 J) Professional Relationships

11.4.1 The Principle:

- Board Members, employees and involved residents must maintain constructive, professional relationships with each other, based on a sound understanding of their respective roles.

11.4.2 Expected of All:

- **J1:** You must not ask or encourage the commitment of wrongdoing, including any breach of this Code.

11.4.3 Expected of Board Members:

- **J2:** Your relationships with colleagues and involved residents must be constructive and professional
- **J3:** You must set an example by demonstrating the highest standards of integrity and ethics, alongside an alignment with the values, policies and objectives of Eastlight.

11.4.4 Expected of Board Members & Involved Residents:

- **J4:** Where it is necessary to raise issues of employees, Board or contractor performance, these must be raised constructively and through the appropriate

channels

- **J5:** You must not undermine or appear to undermine the authority of a Manager or a Senior Leader in their dealings with a more junior employee
- **J6:** You must behave in a professional manner, maintaining independence and integrity at all times. This will include avoiding inappropriate personal familiarity with employees
- **J7:** You must maintain appropriate professional boundaries with residents, colleagues, Board Members, Committee Members, contractors and involved residents, avoiding personal familiarity or conduct that could undermine trust, independence or objectivity
- **J8:** Unless you have specific and, where practicable, written delegated authority to do so, you must not individually give instruction or direction to any employee or contractor.

11.4.5 Expected of Employees:

- **J9:** You must behave in a professional manner, maintaining independence and integrity at all times. This will include avoiding, in a professional setting, inappropriate personal familiarity with Board Members and involved residents
- **J10:** You must not use informal channels to lobby or influence Board Members or involved residents on matters of Eastlight's business
- **J11:** You must not knowingly mislead the Board or any of Eastlight's committees or panels. In presenting information, you must set out the facts and relevant issues and risks truthfully.

11.5 K) Learning & Development

11.5.1 The Principle:

- In partnership with Eastlight, you must take responsibility for your own learning and development, regularly updating and refreshing your skills and knowledge.

11.5.2 Expected of All:

- **K1:** You must play an active part in Eastlight's supervision and performance appraisal processes as applying to you
- **K2:** You must offer open and constructive feedback to others and invite feedback about your own performance
- **K3:** You must make your personal training and development needs relevant to your role known to Eastlight
- **K4:** Unless there are exceptional reasons, you must attend learning and development events as required
- **K5:** You must complete mandatory training required for your role, apply relevant learning in practice, and maintain any professional qualifications,

registrations or continuing professional development requirements that apply to your role

- **K6:** You should acknowledge mistakes, welcome feedback and learning opportunities, and use lessons learned from complaints, resident feedback, scrutiny, regulatory findings and other sources to improve services, decision-making and personal performance.

11.5.3 Expected of Board Members:

- **K7:** You must keep your knowledge up to date in those areas in which you are a specialist, as well as keeping abreast of any matters relating to Eastlight and the wider social housing sector
- **K8:** You must support a culture of continuous improvement by learning from complaints, resident scrutiny, feedback, regulatory expectations and sector best practice, using said learning to improve Eastlight's services and decision making.

12. PART FOUR: Protecting Yourself, Other People & the Environment

12.1 You have a responsibility while on Eastlight's business to protect your own health, safety, security and wellbeing and that of others, and to minimise harmful environmental impacts.

12.2 L) Health, Safety & Security

12.2.1 The Principle:

- Your conduct, actions and decision making must promote the health, safety, security and wellbeing of yourself or others.

12.2.2 Expected of All:

- **L1:** You must not knowingly put your own or others' health, safety, security or wellbeing unnecessarily at risk
- **L2:** If you have any concerns about the health, safety, security or wellbeing of yourself, another individual or a group of individuals connected with Eastlight, you must report this immediately through the appropriate channels.

12.3 M) Protecting the Environment

12.3.1 The Principle:

- Within your role at Eastlight, you must strive to avoid or reduce possible

negative environmental impacts.

12.3.2 Expected of All:

- **M1:** In carrying out actions or making decisions when performing your role, you must consider possible environmental impacts and, where you are able, achieve positive environmental outcomes
- **M2:** You should take all reasonable steps to reduce unnecessary waste, energy consumption and resource use in carrying out your role.

12.3.3 Expected of Board Members:

- **M3:** You should consider the long-term environmental impact of your decisions.

13. Equality Impact Assessment

13.1 An Equality Impact Assessment (EIA) is not necessary for this Policy.

Eastlight Community Homes
Eastlight House, Charter Way
Braintree
Essex
CM77 8FG

0330 128 0330
www.eastlighthomes.co.uk
customer.services@
eastlighthomes.co.uk

eastlighthomes
eastlighthomes
@eastlighthomes
eastlight-community-homes-

Eastlight Community Homes Limited is incorporated as a Registered Society under the Co-operative and Community Benefit Societies Act 2014. Registered no. 30124R. Eastlight is also registered with the Regulator of Social Housing in England (RSH), in accordance with the Housing and Regeneration Act 2008. Registered no. L4499.