



WEST BROMWICH ALBION FOOTBALL CLUB



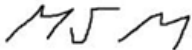
Environmentally Sustainable Policy
July 2026 – July 2027



West Bromwich Albion Football Club

Environmentally Sustainable Policy

July 2026 – July 2027

Version	Date	Reason for Change	Amended/Agreed. By
1.0	01/07/22	Plan Drafted	C Harris
2.0	01/07/23	Change to Managing Director Role	C Harris
3.0	29/09/23	Merge Environment Policy & Sustainability Policy	M Miles and C Harris
4.0	23/08/24	Review - No Change	C Harris
5.0	1/11/2024	Change of role from Head of Health, Safety & Facilities to Head of Health, Safety & Sustainability	M Miles and C Harris
6.0	23/08/25	Review - No Change	C Harris
7.0	20/03/26	Change of role from Head of Health, Safety & Facilities to Director of Operations & SHE & Managing Director to Executive Director	M Miles & C Harris
8.0			
9.0			
10.0			
Position: Managing Director	Name: Mark Miles	Signature: 	Date: 01/07/23

The Policy was originally reviewed and agreed by the WBAFC Board of Directors on the 1st of July 2023.



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Part 1

Background & Purpose

1.0 Background

As a club at the heart of Sandwell, West Bromwich Albion Football Club is aware of our sustainable and environmental impact within our communities.

As part of this commitment, we believe we have a vital role to play in minimising this impact by the club, staff and fans on their environment.

The club's ambition is to grow and expand even further into our communities and therefore we commit to creating a business that's responsible for its environmental and social impact.

We will encourage customers, suppliers, staff, and supporters to share our view and work towards a more environmentally sustainable football club.

The aims are to:

- Avoid the use of paper wherever possible & use recycled material where possible.
- Recycle equipment that is no longer of use to the company.
- Keep energy usage as low as is reasonably practicable.
- Purchase products and procure services with a lower environmental sustainability impact.
- Avoid unnecessary travel by making use of instant messaging, video and audio conferencing, telephone, and email.
- Collect, review and monitor energy data and usage as part of our ESOS and SECR responsibilities.
- Meet our responsibilities under ESOS and SECR requirements.
- Reduce and aim to eliminate usage of single use products so far as is reasonably practicable.
- Develop an "environmentally sustainable culture" where environmental sustainability factors are considered as part of all business decisions.

- Increase employee awareness.
- Raise awareness amongst our supporters and customers.
- Promote alternative forms of transport for fans and staff to and from the stadium and training ground, utilising car share where possible.

West Bromwich Albion aims to meet, and where possible, exceed the requirements of all relevant environmental legislation. We will regularly audit our compliance with such legislation and in doing so aim to improve our environmentally sustainability performance wherever economically practical. It is recognized that a key element of achieving policy aims is through its implementation of the relevant Environmentally Sustainable Action Plans.

1.2 Purpose

This section outlines the steps West Bromwich Albion Football Club will take to create environmentally sustainable business practices. The focus is on all areas of the club and associated business.

- Retail: Using non-plastic Material for shipping and within the merchandise
- Catering: Recycling Food Waste & sustainable sourcing of products and produce
- Technology: Recycling and re-using de-commissioned assets
- Facilities: Recycling responsibly
- Grounds: Disposing of waste appropriately

2.0 Retail

- Move to 100% compostable packaging for internet orders where practicable.
- Move from plastic to paper carrier bags where practicable.
- Actively work with suppliers to reduce plastic in product packaging across all ranges. Ensure that contractors, suppliers and service providers are asked to detail their environmentally sustainable commitments and arrangement prior to inclusion on the WBAFC Preferred Suppliers List.
- Work with suppliers to source products made from recycled material where practicable.
- Look at ranges to consider eco-friendly products e.g., reusable mugs, wooden Christmas decorations.

2.1 Concourse Catering

- Reduce Food Wastage and provide plant based & vegan alternative products where practicable.
- Move from plastic to paper carrier bags where practicable.
- Replace plastic water bottles for reusable / recyclable products.
- Actively work with suppliers to reduce plastic in product packaging across all ranges.

2.3 Technology

- West Bromwich Albion Football will ensure technology assets are disposed of appropriately if not re-usable.
- Re-usable assets will be clear of data and donated to local charities through the “WBAFC IT-Exchange”.
- Waste created by technology procurement to be recycled appropriately.
- New technology must have features that reduce their impact on the environment e.g. power saving features.
- Partner with appropriate technology providers
- Staff recycling policy for old equipment which can be re-purposed through our links to charities.
- Procure Low Energy using devices.

2.4 Operations

- Encourage all staff to use public transport wherever practical and undertake commuting to work by environmentally friendly modes of transport.
- WBAFC also to encourage fans on their way to games to use public transport or other more environmentally friendly means. For away games the club will encourage fans to use coaches and ride sharing.
- WBAFC players and staff shall be encouraged to car share to training.

2.5 Facilities & Grounds

- Replace all fluorescent tubes / light fittings in the Stadium and in all WBAFC owned and / or controlled venues with LED via a rolling programme.
- Replace all fossil fuel powered Grounds Maintenance plant and equipment with more energy efficient plant and equipment via a long-term rolling programme.
- Replace all fossil fuel powered Facilities management work vehicles and work equipment with more energy efficient vehicles and equipment via a long-term rolling programme.
- Selected areas of the Stadium surrounds and Training Ground surrounds for re-wilding projects.
- WBAFC to partner with a Waste Management company which are committed to recycle responsibly. As a minimum the Waste Management partner will ensure that there is:
 - Separation of waste into “general waste” and “mixed recycling”.
 - Separation and recycling of glass.
 - Separation and recycling of green waste e.g. grass cuttings.
- Encourage staff to pick up litter and recycle as appropriate.

2.6 Energy and Water

- Reduce the consumption of energy and activities to reduce CO2 emissions in response to wider climate change obligations.
- Monitor and record our energy usage carbon footprint via PLATO and communicate to all staff and stakeholders.
- Promote energy efficiency systems and explore innovative energy technologies that increase the proportion of energy from renewable sources.
- Use water efficiently and maintain the quality of drinking and bathing water.

As such this includes:

 - Replacement of conventional lighting with LED fittings.
 - Installation of motion sensors where practical rather than switches.
 - Installation of timers on “automatic lighting” e.g. car park lights.
 - Installation of push taps instead of conventional taps.
 - Installation of waterless urinals / water management systems.
 - Reduction of water during flushes.

Building appropriate management systems.

The club will continue to audit and monitor its operations via our ESOS submissions and through meeting our requirements under ESOS and SECR legal obligations.

2.7 Transport

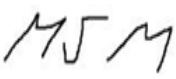


- West Bromwich Albion to work closely with all external travel partners ensuring that there are suitable public transportation opportunities to get to the stadium both on match days and Monday to Friday.
- The club to work closely with customers, contractors and commercial partners where appropriate to help plan and develop our environmental performance. We will look for opportunities to promote environmental best practice and encourage our customers to take positive action in areas such as transportation and recycling.
- The Club to endeavour to minimize fuel consumption and exhaust emissions by encouraging staff to walk or cycle to work and to only travel to meetings where absolutely necessary.

2.8 Communication and Reporting

- Communicate the WBAFC Environmentally Sustainable Policies to all of our staff and stakeholders and to embed these underlying principles in everyday work activities.
- Staff will be encouraged to participate in the environmentally sustainable work undertaken by the Club and to make suggestions as to how the Club's environmentally sustainable performance could be improved.
- Monitor and review our environmentally sustainable performance in respect of this Policy and produce an annual progress report.
- Recruit, train and provide resource to a WBAFC Environmentally Sustainable Working Group 'Baggies Pastures Green'.

2.9 Board of Directors

The Club's Board of Directors is fully committed to the implementation of this policy and will give continued support to those authorized to carry it out.

Position: Executive Director	Name: Mark Miles	Signature: 	Date: 01/07/2026
Position: Director of the Albion Foundation	Name: Rob Lake	Signature: 	Date: 01/07/2026
Position: Director of Operations & SHE	Name: Chris Harris	Signature: 	Date: 01/07/26

Key Staff Contacts for Sustainability:

Mark Miles – Executive Director – mark.miles@wbafc.co.uk

Rob Lake – Director of the Albion Foundation - Rob Lake rob.lake@albionfoundation.co.uk

Chris Harris – Director of Operations & SHE – chris.harris@wbafc.co.uk