



Environmental and Social Responsibility Pledge

Incorporating SME Climate Commitment

Our Commitment

At Dungate Consultancy, we believe that creating a circular economy means building a sustainable, inclusive, and resilient future for people and the planet. As part of this mission, we have formally signed the **SME Climate Hub pledge**, committing to:

- Halve greenhouse gas emissions by 2030
- Reach net zero emissions by 2050
- Report on progress annually

We embed environmental sustainability, social equity, and community impact into all areas of our consultancy and actively promote responsible practices across the textile, waste, and recycling sectors.

1. Environmental Sustainability

We are committed to reducing environmental harm and supporting clients in building circular, low-carbon systems. Whether working with charities, SMEs, manufacturers or local authorities, we:

- Design waste reduction strategies
- Promote textile reuse and recycling
- Reduce landfill and incineration dependency
- Support carbon-reducing innovations
- Advocate responsible procurement and ethical sorting

By signing the **SME Climate Hub**, we align with global sustainability goals and strive to lead by example in all our operations.

2. Diversity, Equity, and Inclusion (DEI)

Dungate Consultancy recognises that diversity strengthens solutions and equity drives access. We actively:

- Collaborate with charities and community groups to open opportunities
- Support inclusive employment for people with disabilities, language barriers, or limited experience
- Design training and engagement pathways for underrepresented individuals
- Embed inclusive values into every client-facing project

By reflecting the communities we serve, we deliver solutions that are fair, effective, and socially valuable.



3. Social Impact

We go beyond compliance to ensure that the outcomes of our work create lasting value. We:

- Partner with social enterprises and charities
- Support inclusive job creation, skills development and local resilience
- Prioritise fair and ethical project design
- Ensure the circular economy benefits are accessible to all

Waste reduction and recycling are tools—not just for sustainability, but for empowerment and opportunity.

4. Work-Life Balance

We believe that people perform best when they are supported. Our consultancy work is structured around:

- Flexible working practices
- Respect for personal and family time
- Advocacy for sustainable workloads in our projects
- Designing working environments that nurture health and wellbeing

Work-life balance is key to long-term success—for us and those we work with.

5. Career Growth and Learning

We are committed to fostering professional development and continuous learning by:

- Offering mentorship and shadowing schemes
- Facilitating hands-on project experience
- Providing access to CPD training and industry events
- Partnering with education providers
- Supporting tailored learning for those with specific needs

Through knowledge-sharing and collaboration, we build capability in individuals and resilience in the sector.

Our Pledge in Action

Our environmental and social values are not just policies—they are the foundation of how we work.

Through every project, we aim to:

- Champion sustainable practices
- Empower individuals and communities
- Build inclusive and equitable solutions
- Deliver long-term value for our partners and the planet

By integrating this pledge into the heart of our consultancy, and by holding ourselves accountable to the **SME Climate Hub** commitments, Dungate Consultancy is proud to play its part in creating a fairer, more sustainable future for all.

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