



Environmental and Ethics Statement

Last updated 19/04/2023

Introduction

PACT Dogs Ltd is a Companion Animal Training and Accreditation Business, predominantly based in the UK, but with international members. The business has a strong ethical ethos, particularly around Animal Welfare, Ecology and the Environment. The company has committed to responding to the Climate and Ecological Emergencies, continually seeking environmental improvements throughout all activities. This ethos is carried forwards by all Directors, which include a Chartered Environmentalist and an Ecologist.

Business as a force for good

Doing the right thing is at the core of everything we do, especially when it comes to the way we run our business and the guidance we give you.

We believe it's our responsibility to help even more people improve their Companion Animal Training Businesses, and do so in a sustainable way. That's why we are working towards certified B Corporation (a.k.a B Corp) status.

Our intention in the next 12 months is to be externally assessed (and held accountable) to a strict set of independent principles, which focus on balancing profit and purpose.

Find out more via <https://bcorporation.uk/>.

We will use our position to support a range of charities from within the Animal Welfare sector and beyond, including donating at least 5% of our revenue (either directly or benefit in kind to registered charities), as part of this we will also done 100% of the profits from TeeMill sales.

To date our “benefit in kind” donations have included significant discounts on the Canine Trainer Instructor Course spaces to staff from leading national welfare charities, saving them thousands of pounds (including the [RSPCA](#), [Guide Dogs](#) & [Canine Partners](#)).

In addition to this, we have awarded several scholarships for the Instructor Course to individuals selected by the Directors. We hope by sharing this approach we can inspire other businesses in the sector and beyond to take a similar approach.

Animal Welfare

Professional standards set out by the Animal Behaviour & Training Council, Association of Pet Behaviour Counsellors, Association of the Study of Animal Behaviour Accreditation Code of Conduct and the Fellowship of Animal Behaviour Clinicians.

Animal Welfare is intrinsic throughout all business activities, staff, members and students are all required to refrain from using equipment, methods or behaviour deemed aversive, unethical or inappropriate. Courses and events may also feature additional sub-contracted speakers, and only people who follow the business ethics and ethos are invited to participate.

Ethical Sales

As is befitting of an animal welfare business, animal derived products are avoided where-ever possible, this includes food and refreshments at events or where business activities include the sale of products (this may include training aids and dog food). All

training aids promoted or sold must come with professional support and be cruelty free (As set out in the Member Code of Practice).

Health and Wellbeing

Positive mental health and wider wellbeing is at the core to the PACT, with one of the Directors focusing specifically on this issue.

PACT Dogs Ltd takes every effort to ensure that all activities and events are carried out safely. One of the directors is DBS checked and is a Dog and Human First Aider, all staff will be assessed and trained where necessary.

Transport

Two of the Directors only drive via an Electric Van, powered by 100% renewable electricity, in time the other directors are also planning to transition from Diesel to Electric Transport. Longer journeys are predominantly made via rail and only where this is not practical flights may be taken, these are specifically offset. Accessibility and access to public transport is a major factor in selecting training and accreditation venues.

Waste

PACT Dogs Ltd is committed to take a circular economy approach to reduce resource consumption, following the waste hierarchy and specifically avoiding single use plastic and other waste wherever possible. Uniform and fundraising products are purchased via the local zero carbon circular economy company Tee Mill (<https://teemill.com>). There is a principle of paperless office activities and should any operational material be deemed waste, it is disposed of appropriately.

Energy Consumption

Administrative activities are split between two households, both purchasing 100% renewable electricity and one featuring 3.75kWp Solar PV Panels.

Other Ethics

PACT Dogs Ltd is a keen supporter of the local economy, particularly nearby SME's, charities and community groups. The business employ's services from a local independent accountant and a local business coach. Every effort is made to procure additional venue and accommodation hire services from local charities and small businesses.

PACT Dogs Ltd has a zero-tolerance approach and has or is developing specific policies and procedures to drive out racism, bullying & modern slavery and is an LGBTQ+ ally.

Updating this Policy

PACT Dogs Ltd reserves the right to amend and update this policy.