



MORDEN COLLEGE

Interesting People Living Life to the Full



RESPONSIBLE LEADERSHIP

Environmental, Social and Governance (ESG)



Responsible Leadership

Environmental, Social and Governance (ESG)

1. The Trustees of Morden College (MC)(1) believe that all of Morden College's business(2) should be led and managed in accordance with the charitable objectives of both Sir John Morden and Dame Susan Morden charities, in a way that conforms to the College's social, environmental and governance obligations
2. Trustees support fully the ten principles of the United Nations' Global Compact. Notably, Trustees and the Executive recognise their responsibility to take account of, and be responsible for, the impact Morden College's business has on the environment and climate, sustainability, employment rights and practices, human rights, and on the College community as well as the wider (in particular local to Morden College) community; and to work against all forms of dishonesty such as corruption, fraud, extortion and bribery. This approach accords also with the College's values: Respectful, Compassionate, Progressive, Accountable
3. Morden College has codified 5 characteristics that define the Charity's Responsible Leadership policy, as follows:
 - Sustain a community of beneficiaries and staff founded on dignity, kindness, and the respect of all without discrimination (of any kind); and in tune with the 'Morden College Way' (attached)
 - Cultivate the full potential of people - that is both the College's beneficiaries (older people) whose wish it is to live a good life until the end of their life, and the College's employees
 - Develop and execute plans for the College's operational real estate that are environmentally sustainable (which will include reducing the College's dependency on fossil fuel energy resources over the next 15-20 years to a target that we will identify by 1 April '24, having completed a full assessment of the College's current carbon footprint and considered what options there are to reduce it)
 - Ensure the College's industrial/commercial/ residential/investment real estate portfolio meets the best possible Minimum Energy Efficiency Standards (MEES), and provides a well maintained, safe, and flexible environment within which our tenants and licensees can work, live, visit; and pay fair market rents
 - Require the College's investment fund managers to uphold the United Nations Principles for Responsible Investment (UNPRI), and to follow the UNPRI principles in the way they operate and invest the College's financial resources, including that they (the College's investment fund managers) promote sustainability, good business ethics, good employment practices and the transition to a low carbon economy.

Created October 2021

Date for review October 2024
SLT lead
Operations Director

1. The term 'Morden College' refers to both the Sir John Morden Charity and the Dame Susan Morden Charity

2. 'Business' in the context of Morden College includes the operations and strategy associated with both Sir John Morden's Charity and Dame Susan Morden's Charity, incorporating the provision of housing, care and support services for older people, grant making, contracting and outsourcing, maintenance of the estates and the use of energy resources, financial accountability and control, decision making and oversight, regulatory compliance, reputation and protection of the College's heritage

Responsible Leadership

Environmental, Social and Governance (ESG)

The Morden College Way

We work and live with the common aim of treating others as we ourselves wish to be treated.

We are courteous, forgiving and generous, and preserve the privacy and dignity of others.

We pass the time of day with one another.

We listen to what others have to say, encouraging people to speak for themselves.

We are careful not to assume people cannot do things for themselves.

We care about how we look and how we appear to others.

We are patient, realistic, gracious and always helpful.

We are interesting people of integrity, living in community, for the good of all.

Created October 2021

Date for review October 2024
SLT lead
Operations Director

1. The term 'Morden College' refers to both the Sir John Morden Charity and the Dame Susan Morden Charity

2. 'Business' in the context of Morden College includes the operations and strategy associated with both Sir John Morden's Charity and Dame Susan Morden's Charity, incorporating the provision of housing, care and support services for older people, grant making, contracting and outsourcing, maintenance of the estates and the use of energy resources, financial accountability and control, decision making and oversight, regulatory compliance, reputation and protection of the College's heritage