SOCIAL CHANGE

Certified B Corporation

Our promise to the planet.

Our environmental strategy, plan and roadmap to net zero.

Contents

Our promise to the planet.

The science is clear. The world is in an unprecedented climate crisis.

Climate change impacts every individual, company, city and nation, whilst disproportionately affecting the most vulnerable, amplifying global inequality. Climate change is the most urgent issue facing humanity today. The time to make bold and actionable commitments is now.

As much as we'd love to, Social Change – like all other businesses – can't suddenly cut all emissions and continue to operate. What we can do is commit to a strategy of real net zero, by which we'll do everything we can to reduce our emissions all the way to zero as quickly as possible.

For us, becoming 'net zero' straight away simply by offsetting our emissions isn't enough. We know there are some great projects out there with huge benefits for people and planet but reducing our impact must be our first priority.

Our commitment

We promise to minimise our environmental impact and promote sustainability in all aspects of our business. We recognise that our activities can have both direct and indirect effects on the environment, and we are dedicated to continually improving our environmental performance. We care about the planet and want to see it thrive for future generations.

As a B Corp, we have legally committed to operating with people, planet and profit in equal consideration. As a purpose-driven business, we place value on the long-term impact our business has across ecological, social and economic environments ensuring we consider all these factors in line with profit.

The B Corp assessment evaluates a company's overall environmental management practices as well as its impact on the air, climate, water, land and biodiversity. This was the area we scored the lowest in 2022 and as a business we are passionate about improving on this score.

Our commitments and actions.
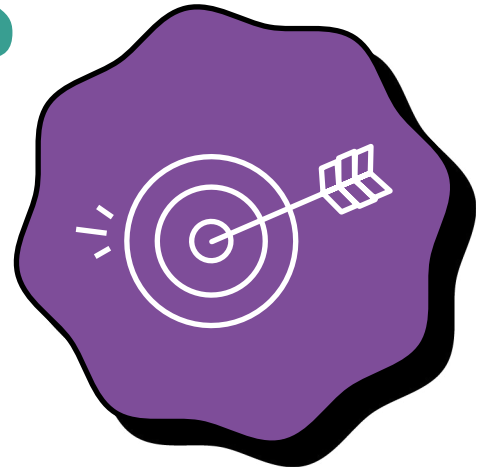
Following B Corp accreditation in 2022 we set out to measure our carbon footprint and understand our environmental impact. As a result, we have set out a range of commitments and actions that we are implementing today.

As a minimum:

- ## We are compliant with Environmental Legislation and Regulations.
  We comply with all applicable environmental laws, regulations, and other requirements relevant to our business operations.

- ## We stay updated on changes in environmental legislation.
  We will implement all necessary measures to ensure compliance.

- ## We prevent pollution.
  We strive to prevent pollution by minimising the release of pollutants into the environment. This includes reducing waste generation, improving waste management practices, and utilising environmentally friendly materials and technologies wherever possible.

- ## We are committed to conserving natural resources.
  We do this by using them efficiently and responsibly. We seek to minimise our consumption of energy, water, and other resources through conservation measures, improved operational processes, and the adoption of sustainable practices.

- ## We invest in sustainable procurement.
  We give preference to suppliers and vendors who share our commitment to environmental sustainability. We strive to source environmentally friendly products and services, giving consideration to their life cycle impacts, and support local suppliers whenever feasible.

- ## We manage our waste.
  We implement effective waste management practices, which include reducing waste generation, reusing and recycling materials, and disposing of waste in an environmentally responsible manner. We encourage our employees to adopt recycling practices and provide necessary facilities for waste separation and disposal.

- ## We promote environmentally friendly transportation options.
  Examples include promoting car sharing, cycling and walking where possible, using public transportation, and utilising virtual meeting technology to reduce the need for travel. We will also encourage the use of fuel-efficient vehicles and support alternative transportation methods wherever feasible.
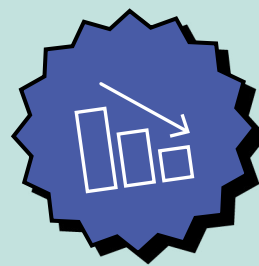
Other actions

Training

Training is very important. We provide our employees with the necessary awareness, training, and resources to understand and implement our environmental commitments effectively. We foster a culture of environmental responsibility and encourage employees to contribute their ideas and suggestions for improving our environmental performance.

Continuous improvement

We are committed to continually improving our environmental performance. We set environmental objectives and targets, regularly monitor and measure our progress, and implement corrective actions when necessary. We also review and update our environmental policy periodically to ensure its relevance and effectiveness.

Stakeholder Engagement

We engage and communicate with our stakeholders, including government departments, charities, corporate clients, and employees, regarding our environmental initiatives, achievements, and challenges. Our impact report published every year on our website details the actions we have taken to impact positively on the planet. We actively seek feedback and input from stakeholders to enhance our environmental performance and transparency.

Community Involvement

We actively participate in community initiatives and projects aimed at environmental conservation and sustainability. We seek opportunities to collaborate with local organisations, educational institutions, and community groups to promote environmental awareness and contribute positively to the communities in which we operate.

Our promise to consider the planet in our decision making represents our passion and commitment to protecting the environment, reducing our ecological footprint, and fostering a sustainable future. We believe that by integrating these principles into our business practices, we can make a positive difference and inspire others to do the same.

Climate action plan 2030.

For a company to effectively address their greenhouse gas impact, they must first measure their footprint and understand their priority areas. You can't reduce what you don't measure, so the first step in any net zero plan is to measure emissions. These are categorised into scope 1, 2 and 3 emissions.

Social Change has undertaken a carbon footprint and monitoring assessment and created a Climate Action Plan following the results.

The road to Net Zero

Net-zero means that a business has reduced the greenhouse gas emissions from its operations and value chain by 90%. This is in line with climate science, limiting global warming to 1.5°C. Any remaining unavoidable emissions (up to 10% of overall company emissions against the base year) are then mitigated by funding carbon removal projects.

According to data from the Carbon Trust, the average small-to-medium enterprise (SME) in the UK generates around 15 tonnes of CO_2 equivalent (tCO2e) annually. However, the carbon footprint can vary considerably

depending on the sector, location, size, and energy efficiency measures in place. Industries with higher energy consumption, such as manufacturing or hospitality, will have a higher average footprint compared to those in the service sector.

An SME office-based business, with around 10 employees, could expect a carbon footprint in the region of 3.7 tCO2e per employee per year. This calculation assumes conventional electricity and gas usage for heating, cooling, and powering office equipment.

Our carbon footprint.

We measured our impact for the financial year 2022-23 [our base year]. This is the year we will use to establish a baseline or starting point for measuring change over time.
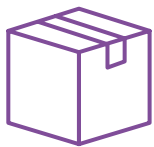
The results

Our total emissions for the financial year 2022-23 were 67.3 tco2e. The units used are tonnes of carbon dioxide (tCO2) or carbon dioxide equivalent (tCO2e). This is ALL emissions across scope 1,2 & 3.

Total emissions for 2022/23

67.3 tCO_2e

What makes up our total emissions

Suppliers
54.7 tCO_2e

Energy
5.46 tCO_2e

Vehicles
1.6 tCO_2e

Home working
5.51 tCO_2e

In 2022 we were a team of 15 on average. This means we omitted 4.48 tco2e per employee. We are therefore above average for a SME for total emissions across all scopes, but for scope 1 & 2 below average.

Breaking down our impact: Scope 1, 2 and 3

Scope 1

Direct emissions sources resulting from company owned machinery, facilities and vehicles

Scope 2

Indirect emissions sources associated with the generation of electricity, heat steam and/or cooling

Scope 3

Supply chain resulting from all other activities and sources not covered in Scope 2; includes business travel, commuting, waste and third party deliveries

We have assessed our impact across three scopes – direct impact [scope 1], indirect impact [scope 2] and value chain [scope 3]. This is the most common breakdown companies are using to break down their emissions. Interestingly, Small, Medium sized enterprises [SME's] are not required to report on their scope 3 emissions but we think it is the right thing to do so we shall be transparent about our scope 3 emissions.

Total emissions by scope

- Scope 1 - 2.82 tCO_2e
- Scope 2 - 1.61 tCO_2e
- Scope 3 - 62.8 tCO_2e

With emissions reduction as a core objective, our Climate Action Plan guides reduction efforts toward our ultimate goal of achieving net zero emissions across Scopes 1, 2 and 3 by 2030. We want to be a carbon neutral company, using 100% renewable energy and enriching the earth by protecting, conserving and restoring biodiversity.

Our emissions in detail

Our total emissions in tCO$_2$e for 2022/23

● **Scope 1**   ● **Scope 2**   ● **Scope 3**
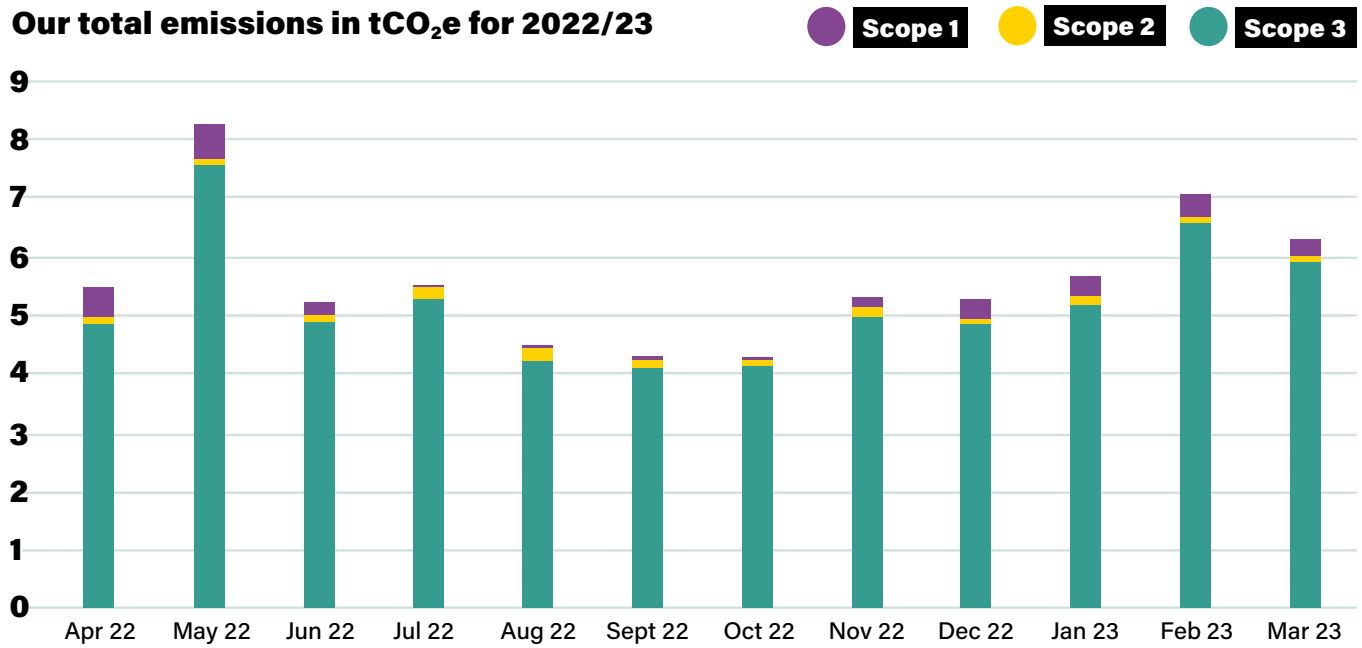
Although our climate action plan focuses on our highest impact area (Scope 3), we also work to decrease our Scope 1 and 2 emissions from our operations.

Our emissions by month [breakdown]

In May 2022 our emissions were the highest at just over 9 tCO2e. We are seeking to keep our emissions **below 7 tCO2e** on a consistent basis over the next 48 months whilst we consider and implement interventions in our Climate Action Plan that could actively bring emissions down further. This assessment is a useful baseline to measure whether our impact goes up or down over time.

Our emissions in detail

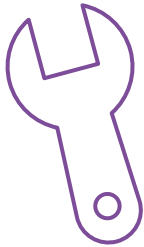**Our total emissions in tCO$_2$e for 2022/23**
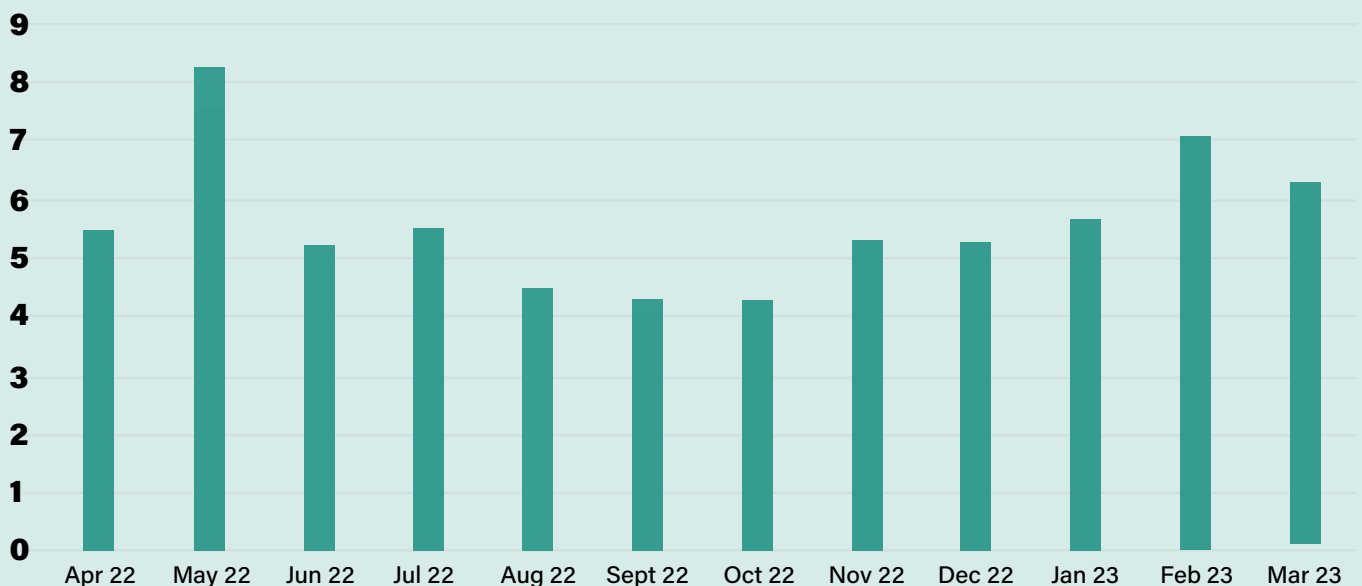
Our hotspots

The following activities/operations have been identified as our 'hotspots' in the annual assessment and base year.
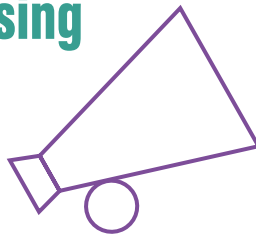
Professional Services

25%
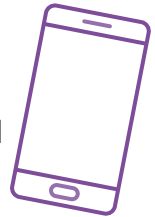**Of our total emissions**

Media, Marketing & Advertising

21%
Of our total emissions

Technology & communications

9%
Of our total emissions

Home working [Scope 1]

We operate a hybrid model of working which means that we work some days from the office and some days at home. We used Ecologi Zero which combines average UK household energy data with how many days our employees work from home, to calculate the increased energy demand and associated emissions from home office equipment and heating. Our emissions for 2022 were 9.62 tCO2e which is 13% of our total emissions.

5.51 tCO2e
Our total home emissions for 2022/23

13%

Energy usage [Scope 2]

Energy is only a small percentage of our overall emissions. Nevertheless, we will continue to reduce our energy usage and seek alternative green sources.
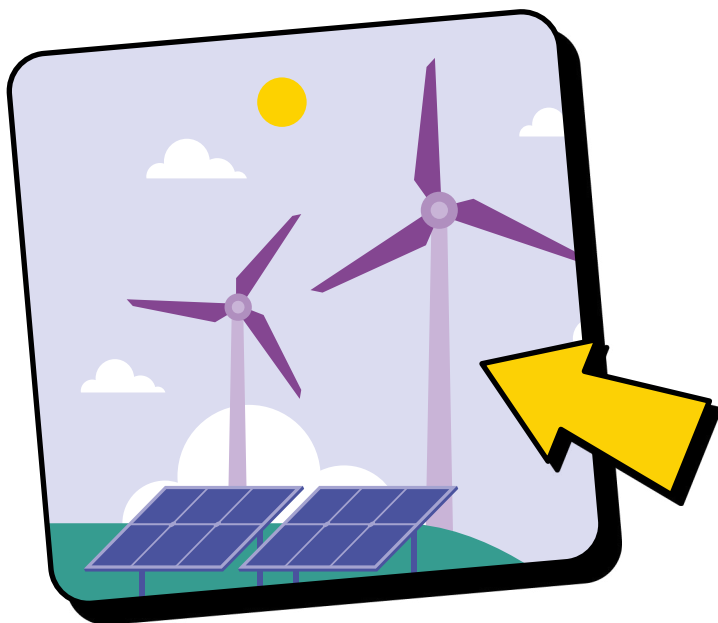
5.46 tCO$_2$e

Our total energy supplier emissions for 2022/23

Business travel [Scope 3]

Our annual mileage as a business was 6,606 miles in 2022/23. This is a useful baseline to start to reduce over the coming years.

1.6 tCO$_2$e

Our total vehicle emissions for 2022/23
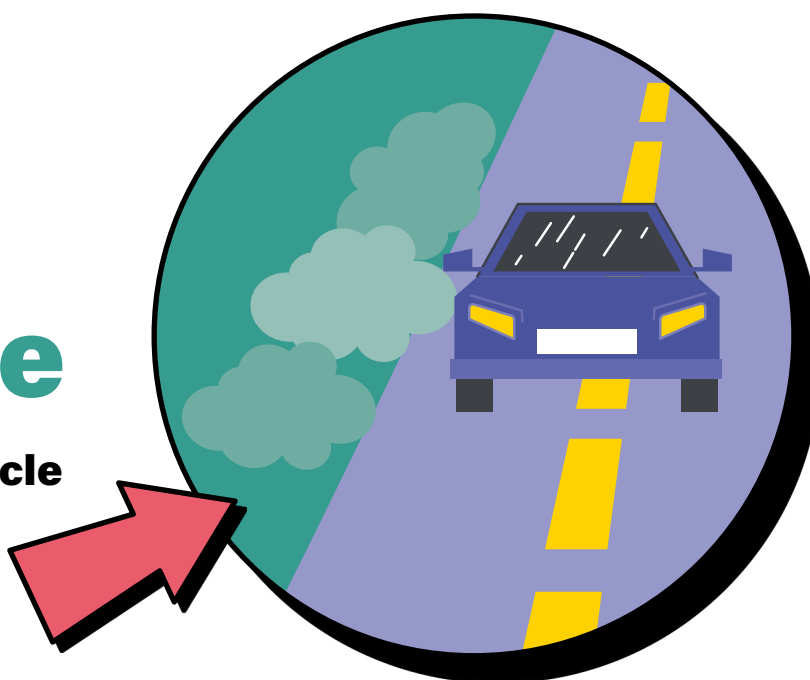
Suppliers and transactions [Scope 3]

Our emissions are the highest in scope 3 - suppliers and transactions.
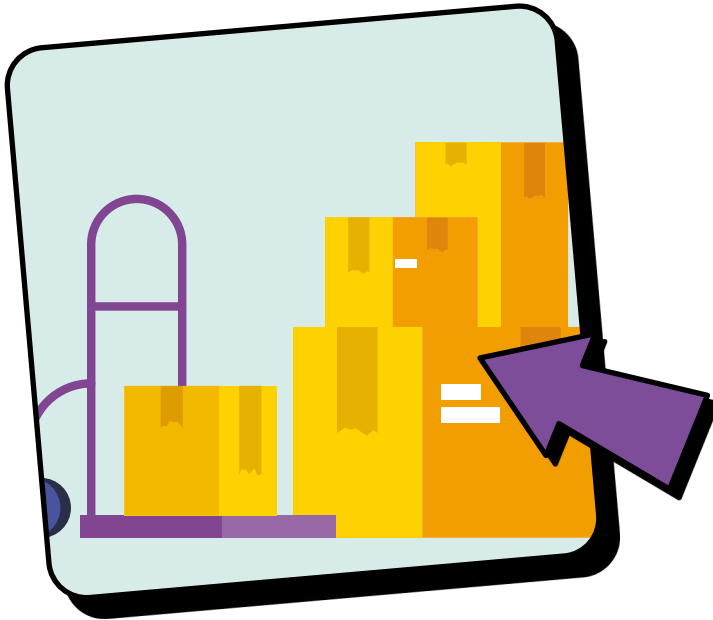
54.7 tCO$_2$e

Our total supplier and transactions emissions for 2022/23

Total emissions by sector

For 2022/23

Emissions by sector

- ● Professional Services
- ● Media, Marketing & Advertising
- ● Technology & Communications
- ● Home Working
- ● Energy
- ● Other

Our plan to reach net zero by 2030.

Our aim is to reach net zero by 2030.

Net zero is a state where a company has reduced their greenhouse gas emissions as far as possible and has compensated any remaining hard-to-decarbonise emissions using certified long-term carbon removals. This means that the overall greenhouse gas emissions going into the atmosphere are balanced with the amount of greenhouse gases being removed, resulting in no net impact on the climate.

Achieving net zero requires three steps

1.
Measure your baseline emissions

2.
Reduce your emissions in line with limited global warming to 1.5

3.
Remove the emissions you can't reduce

Carbon neutral vs net-zero

In recent years, net-zero has become a buzzword sweeping through corporate boardrooms and mentioned frequently by politicians. Businesses, like ours, increasingly want to be part of the solution and take climate action, with net-zero representing the ultimate goal. It's become a beacon of hope for mitigating the worst impacts of climate change. However, net-zero is also one of the most widely misused terms in the climate space, often used interchangeably with "carbon neutral", and bolted onto ambitious corporate targets with arbitrary dates and no supporting evidence.

Much of the confusion stems from the fact that, until recently, there was no universally accepted definition of the term. While carbon neutrality and net-zero are both rooted in balancing human-induced (anthropogenic) emissions, the paths to achieving them are very different.

Carbon Neutral

To balance greenhouse gas emissions with an equivalent amount of carbon offsets that avoid or remove emissions

VS

Net-zero

To reduce emissions in line with limiting warming to 1.5 °C and to balance any remaining emissions by removing GHG emissions from the atmosphere

As Social Change we are following **a net-zero pathway**, and not a carbon neutral one.

The key elements of corporate net-zero

The process of getting to net-zero for businesses consists of four key elements:

1. Near-Term Science-Based Targets

Not interchangeable with long-term targets, near-term targets galvanise action and initiate change to make sure that businesses can achieve rapid and significant reductions in emissions (typically 4.2% p.a*) by 2030, in line with climate science.

## 2. Long-Term Science-Based Targets

Determine how much a company must reduce their value chain emissions to align with limiting warming to 1.5°C. A company cannot claim to be net-zero until the long-term science-based target has been reached (90% reduction in emissions*). The deadline for long-term targets is 2050, but more ambitious companies, like ours, are striving to reach net-zero before this.

3. Beyond Value Chain Mitigation

The SBTi encourages companies to take action and fund projects with climate benefits beyond their value chain. This will help to mitigate GHG emissions and lead to additional benefits for people and the planet in support of the UN's Sustainable Development Goals. Beyond value chain mitigation should supplement, rather than replace, a comprehensive decarbonisation strategy – and it can include, for example, funding carbon avoidance or removal projects, nature restoration schemes, research and development, new technologies, and supporting environmental legal defence (amongst others). As a result of funding carbon removal or avoidance projects, a company may become 'carbon neutral'. However, this is not the end goal, and emissions reduction should be prioritised.
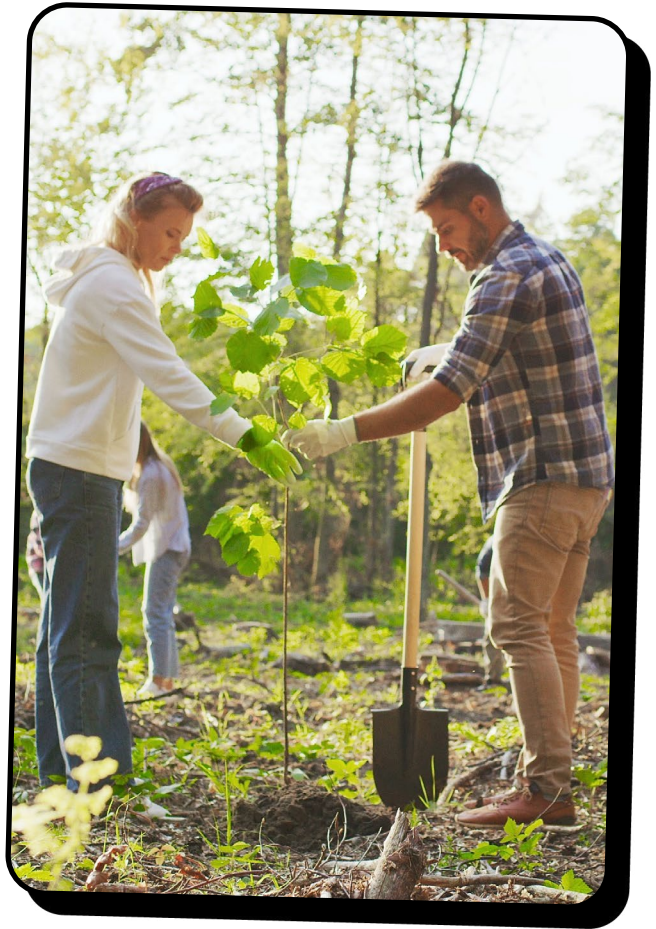
4. Neutralisation

The SBTi acknowledges that it may not be feasible for some industries to achieve zero emissions and decarbonise 100% of the value chain. As a result, once long-term decarbonisation targets have been reached, companies must use carbon removals to neutralise unavoidable emissions (which must not exceed 10% of overall company emissions against the base year).

Our approach

Calculate
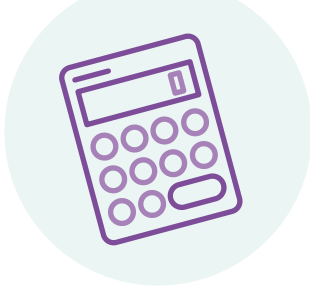
Reduce

Offset

Remove

In 2022 we calculated the impact our business has on emissions to record a baseline in which to start the next steps – reduce, offset and remove. This is known as our 'base year'. We should note that as a company, we had already taken steps before our baseline to positively impact the planet and that is reflected in our relatively low scope 1 & 2 emissions data.

Our aim.

Reduce: Our goal is to reduce our scope 1 and 2 emissions further and halve our scope 3 emissions by 2030.
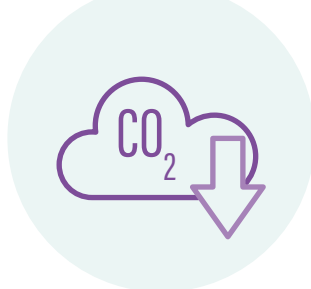
Our offices

Making sure our office is a low-emission space is a fundamental part of our net zero strategy. A net zero office:

1. Uses 100% renewable energy (ideally generated on-site through solar panels, for example, but it can also be by purchasing renewable energy from a provider)
2. Ensures AC systems are well maintained, and are topped up with refrigerants with low Global Warming Potentials
3. Is as energy efficient as possible - for example, by using climate control facilities
4. Has measured emissions, and a clear reduction strategy
5. Has a comprehensive recycling, compost and zero waste policy

Actions/commitments

- Make sure our office is net zero aligned and we can do as much as we can to reduce our climate impact in the current office building
- Consider moving to a more sustainable office

Remote/home working

Remote working can improve employee wellbeing, but the sustainability of homeworking depends on how much heating and energy our employees use, how often they commute, and their mode of transport. Depending on these factors, homeworking may be less sustainable. Many UK employees and companies could save energy by working more from the office in the winter, providing they turn off the heating at home when they do.

Actions/commitments

- Collect further data on home set-up and behaviours at home
- Educate employees on how to make their homes energy efficient and switch to renewable energy.
- Review home working policies and practices and adjust to strike a good balance between staff wellbeing [and desire to work at home] and sustainability.

Travel

Having a low-emission travel policy is a great way to reduce our emissions and show climate leadership. This includes implementing a train-first travel policy and switching to low-carbon commuting where possible, like bikes or electric vehicles.

- Having a train-first policy means our team must take the train for any journey that would take under 6 hours by train
- Optimising unavoidable travel: trying to include all relevant meetings within a single trip
- Promoting virtual meetings and investing in digital tools (such as Miro) to make remote meetings more productive
- Investing in credible carbon offsets for unavoidable flights, ideally verified by Gold Standard, Verified Carbon Standard or UNFCCC's Clean Development Mechanism

Actions/commitments

- We will review our travel policy and make changes
- We will implement a cycle-to-work scheme to encourage and facilitate cycling as a low-carbon travel method and incentivise cycling to work.
- We will invest in credible carbon offsets from 2024
- Where transport by car is necessary we will car share whenever possible.
- We will explore electric vehicle use across all three scopes
- We will encourage our clients to make sustainable travel choices through our work.

Air travel

As a business, we rarely fly as almost all of our clients and business is conducted in the UK. However, there have been some instances where travel to other countries has been undertaken. Examples include attendance at conferences or events. Our policy on air travel is as follows:

- When air travel is unavoidable, we will travel economy class to reduce the associated emissions.
- We will avoid flying for short duration trips.
- When flying is unavoidable, we will take direct flights.
- We will use lower-emissions alternatives to flying where possible.
- When flying is unavoidable, we will use airlines that operate more fuel-efficient aircraft and have adopted sustainable practices.

Team

As a service-based business, our team are our biggest asset – but they are also emission generators. We will work to reduce the impact our staff and operations has on the planet.

Actions/commitments

- We will help our employees reduce energy use when working from home
- We will incentivise employees to eat plant-based lunches. Meat consumption has a significant negative impact on the environment; a meat-based diet produces double the carbon emissions of a vegetarian one.
- We will arrange a 'lunch and learn' or opt-in discussion to educate our team on the benefits of plant-based eating.
- We will run a survey or discussion to gather employee opinion and engagement potential.
- We will consider only allowing plant-based meals to be expensed to the company
- We will purchase more plant-based foods and milks
- We will engage employees to reduce their own emissions and reward sustainable behaviours

Food and hospitality

We occasionally host events and catering will often be provided. We have committed to actions that are evidenced to reduce emissions.

Actions/commitments

- When providing food, we will choose products from regenerative agriculture, which prioritises soil health, biodiversity, and carbon sequestration when possible.
- When food and drink are required for meetings or events, we will ensure that it is organic and/or certified Fair Trade where possible.
- We commit to moving towards a plant-based diet.
- When food and drink is required we will use seasonal products when possible.
- When catering is required for meetings or events, we will ensure that only the quantity needed for the specific number of attendees is ordered.
- When food and drink is required we will use locally sourced products when possible.
- Tea will avoid food waste by donating surplus food to food banks or composting facilities.

Waste

We monitor our waste. In 2022-23 we established a baseline and our aim is to reduce our consumption and where waste is generated, divert as much as possible away from landfill into recycling/reuse. We have established a recycling programme to reduce waste and we are encouraging staff to consume items with minimal packaging.

67% General Waste
0.030 tonnes across 1 site

33% Recycling
0.015 tonnes across 1 site

Actions/commitments

- We are operating as a "paperless" office
- We will ensure that employees recycle waste whenever possible.
- We will ensure that food waste is disposed of sustainably.
- We will implement waste reduction measures such as reusing materials when possible.
- We will implement water conservation methods on company premises.
- When purchases are necessary, we will buy products that use eco-friendly packaging materials.
- We will reduce packaging size as much as possible and use sustainable packaging.
- We will optimise shipping methods and routes to reduce fuel consumption.
- We will only use sustainable cleaning products and practices.
- When technology reaches the end of it's life, we will ensure it is recycled.

Pension

The average pension finances 23 tonnes of CO2 emissions every year. So, choosing the right pension can be a powerful tool in the fight against climate change. Pension funds should:
- Target net zero across its portfolio and halve emissions by 2030
- Invest in climate solutions
- Divest from companies that are not reducing emissions

Actions/commitments

- We will investigate our current pension provider and if necessary, we will switch to a net zero pension provider.
- We will sign the green pensions charter once we have switched and commit to a green pension provider for our business.

Our aim is to use pension providers that have sustainable investment policies, providing employees the opportunity to invest in pension funds that avoid fossil fuels.

Suppliers and professional services

A large part of our company's footprint is the emissions released by our suppliers when they produce work on our behalf - also known as 'embodied emissions' or use of professional services in order to operate the business. The best way to reduce these emissions is to first encourage our suppliers to measure their own emissions and then reduce, offset and remove their emissions.

Actions/commitments

- We will identify the suppliers that significantly contribute to our footprint
- We will prepare an email to send to suppliers, asking:
    - If they have measured their emissions (and which emissions sources were included). If they haven't measured them, suggest companies or resources they can use
    - What their net zero target is, if they have one
    - Details of their carbon reduction and removal strategy
- We will draft a procurement policy that requires suppliers to measure their footprints by 2024 and have a net zero target by 2025.
- We will include sustainability clauses in supplier codes of conduct and contracts.
- We will only purchase sustainably sourced office supplies.
- We will talk with our suppliers about our net zero goals and promote joint aims
- We will continue to educate the business community on positive actions they can take as a business, providing climate leadership
- We will only use suppliers that have prioritised reducing their emissions.
- We commit to shortening supply chains and using localised suppliers.
- Where possible we use suppliers that have certification that demonstrate their commitment to environmental management.
- When using professional services, we will ensure that travel is done sustainably.
- In line with our values, we will commit to only doing business with people and organisations that share the same values. Simply put, we won't do business with people who want to trash the planet and do not care about trying to change their ways.

Banking and financial services

We use banking services to operate our business. Over the next few years, we are shining a spotlight on our banking provision and have agreed the following actions.

- We will transition our financial services provider to banks with a sustainable investment policy that actively avoids investment in the fossil fuel industry.
- We will only use online and mobile banking to reduce paper waste.
- When using financial services we will use sustainable options such as green loans, green mortgages, and green credit cards.

Capital goods

As a business, there is a need to buy capital goods. Our aim is to reduce purchasing where it is possible. We have committed to the following actions:

Actions/commitments

- We will use services or rent equipment rather than buy unnecessary products, were possible.
- We commit to using durable, longer-lasting products that can be repaired or upgraded.
- We will use energy-efficient capital goods such as machinery, vehicles, and equipment that consume less energy and produce fewer emissions.
- We will properly maintain and repair work equipment to ensure they operate at optimal efficiency.
- We will reuse resources where possible, including redistributing I.T equipment where appropriate.
- We will introduce a framework to assess the need for a product or service to avoid unnecessary purchases.
- We will optimise logistics and transportation routes to reduce fuel consumption during the delivery of goods.
- We will implement sustainable procurement practices, prioritising suppliers with ethical and environmentally conscious strategies and processes.
- We will implement circular economy practices such as refurbishing, reusing, or recycling to reduce the emissions from the production of new capital goods.
- We will avoid using single use products where possible.

Digital emissions

Global emissions from cloud computing make up to 3.7% of all global greenhouse gas emissions - higher than the emissions from commercial flights. Where possible, we need to reduce our digital footprint.

Actions/commitments

- We will dig deeper and understand our digital footprint, including measuring our website's carbon footprint and cloud usage.
- If possible, we will move workloads to data centres with low emission intensities
- We will reduce image and video compression to reduce file sizes
- We will understand more about our software suppliers footprint and make changes to suppliers who are not moving towards greater sustainability.

Media, Marketing and Advertising

Our business operates within this industry, and we advertise on behalf of our clients, as well as advertise our own services. We are looking at ways to minimise our impact in this area and have committed to reviewing this in depth. Our short-term actions/ commitments are listed below.
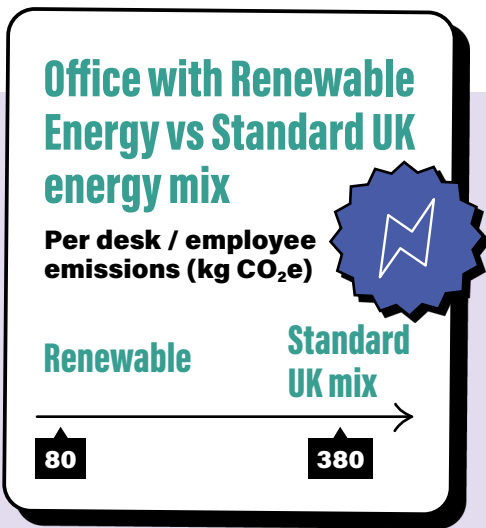
Actions/commitments

- We will optimise our website for energy efficiency
- We will use sustainable materials when print advertising cannot be avoided.
- We will encourage our clients to opt for advertisers with sustainability action plans and reports.

Gas and electricity use

Actions/commitments

- Review our energy suppliers and ensuring we are on renewable electricity tariffs. We will seek to find a supplier who purchases renewable energy directly from the generators, using Power Purchase Agreements (PPAs)
- Explore purchasing REGOs from the Big Clean Switch to cover our usage

Office with Renewable Energy vs Standard UK energy mix

Per desk / employee emissions (kg CO_2e)

Renewable   Standard UK mix

80   380

Remove [or offset – but only if necessary]

Businesses should always prioritise reducing their emissions, but some emissions are unavoidable. To 'neutralise' these emissions, businesses should use high-quality, long-term carbon removals, not avoidance offsets, and make sure that they don't exceed 10% of the total baseline emissions.

Traditional avoidance offsets

1 tonne CO_2 emitted **+** 1 tonne of CO_2 not emitted somewhere else **=** 1 tonne CO_2 emitted

Carbon removal

1 tonne CO_2 emitted **+** 1 tonne of CO_2 removed **=** 0 CO_2 Net Zero
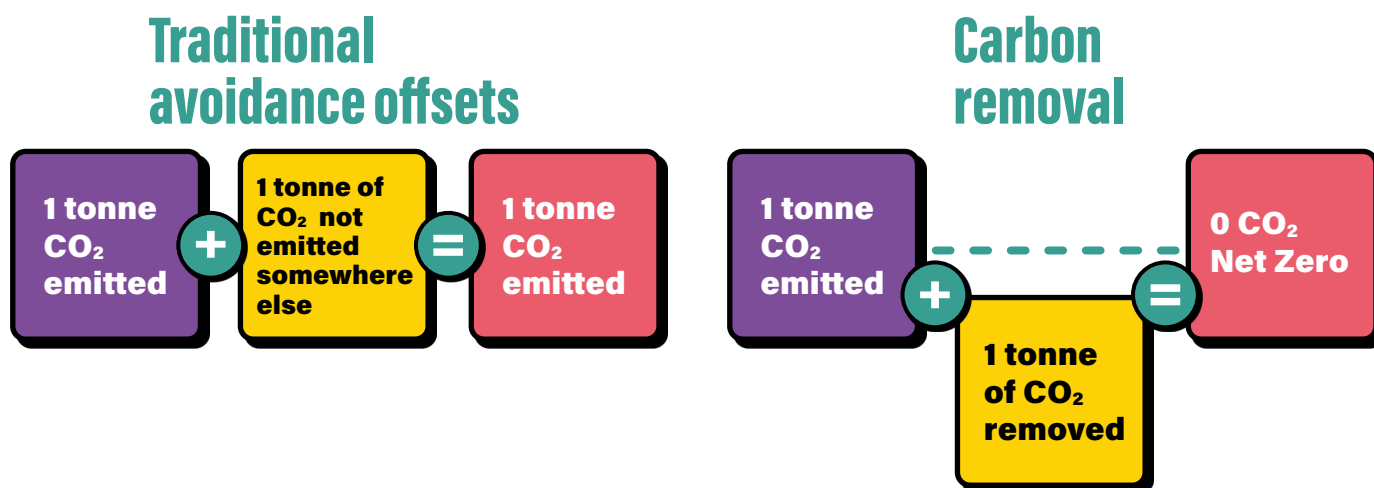
Most offsets available today are 'avoided emissions' - in other words not emitting a tonne of CO2 that you were going to emit. But climate science demands that we must actually take CO2 out of the atmosphere, and keep it out.

Long-term carbon storage means that carbon dioxide is removed from the atmosphere and stored permanently, or for as long as possible. This is achieved by storing CO2 back in the earth, in reservoirs, or 'mineralised' into solid forms. Keeping emissions out of the atmosphere in the long-term is essential to avoid contributing to climate change. Many carbon removal techniques are short-term, including reforestation and regenerative agriculture. These are much cheaper than long-term solutions, but don't guarantee that emissions aren't re-released into the atmosphere.

A robust net zero plan will include setting targets to increase the percentage of long-term removal offsets between now and your company's net zero target year.

Actions/commitments

To remove carbon, we will:
- Explore 'Patch' which connects us to the largest marketplace for trusted carbon removal projects, including biochar, mineralisation, kelp sequestration and more.
- We will explore how to work with Go Supercritical who exclusively sell high-quality carbon removal (from biochar to direct air capture) because it's the only legitimate route to net zero.
- We will work with Sylvera who can help us verify our carbon offsets and give us a better idea of the effect they're having on the planet.

Other energy saving commitments

- We will implement energy conservation practices.
- We will ensure power management settings are utilised on all electronic devices.
- We will engage our employees and promote behaviours that reduce energy consumption
- We will implement smart energy management practices including, energy monitoring systems.
- We will use server providers who use renewable energy to power their services.
- We will optimise heating, ventilation and air conditioning (HVAC) systems to ensure energy efficiency.
- To conserve energy we will ensure that our processes are streamlined and use appropriate technology and software.
- Where possible, we will use environmentally friendly cloud computing services.
- We will use the energy efficient hardware to reduce our energy consumption.
- If possible, we will implement green building practices.

Governance and 'holding us to account'

Good governance underpins everything we do within our business. As a purpose driven B Corp we want to be transparent and accountable and we have made a legal commitment to consider people, planet and profit in equal measure. We use the B Corp legal and advisory frameworks to ensure high quality governance practices. In reporting our progress towards Net Zero and our commitments to the planet we will do the following:

1. Validation – we will get our net zero target accredited by the Science Based Targets Initiative
2. We will commit to annual measuring and reporting
3. We will write and publish an annual report.

WE ONLY WORK WITH ORGANISATIONS THAT WANT TO BRING ABOUT POSITIVE SOCIAL CHANGE, AND PEOPLE WHO WANT TO DO GOOD. WE THINK THIS IS YOU... LET'S WORK TOGETHER.

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