

# ROAD MAP TO NET ZERO | 2030

## Sustainability Charter

As a Certified B Corp™, we are committed to protecting people and planet, minimising any negative impact from our operations, and pursuing positive impact, for the good of our stakeholders - our employees, customers, communities, and the planet. We are actively working on our sustainability credentials and have pledged NetZeroby2030 along with other B Corps.

We commit:

### 1. To improving sustainability across our business, including such things as:

- Developing engagement, diversity, equality and inclusion amongst our employees and in our places of work
- Promoting equalities across our workforce, reducing inequalities, working for good health and wellbeing and providing equal opportunities and quality growth and development
- Fostering community links and engaging in local and larger societal issues and improvements
- Supporting under-privileged groups and demographics through use of our products and services and through our charitable partnerships
- Ensuring we operate in an ethical, fair and transparent way in how we conduct our business, including responsible consumption and production
- Developing our business so as to contribute to an equitable, inclusive and regenerative economy.

### 2. As part of our Green Plan, to continue our work to reach net zero emissions by 2030 or before by exploring and adopting where practical:

- Annually mapping our carbon emissions
- Monitoring headline emissions and continuing work to reduce these emissions, including:
  - Reducing corporate travel
  - Managing our energy consumption
  - Increasing our use of green forms of energy
  - Managing our waste production and elimination
- Reducing our print materials and moving to digital products
- Using science-based targets (SBTi) where applicable
- Reporting to staff and other stakeholders on initiatives
- Considering our supply chain through our Supplier Code of Conduct and Purchasing process
- Educating ourselves and advocate to our customers/ stakeholders on environmental issues
- Carbon offsetting emissions we cannot eliminate through trusted providers (shipping, energy)
- Carbon offsetting remaining emissions through offsetting projects, taking a climate justice approach, partnering on projects elected by employees
- Working with trusted partners in the climate change field to learn, advocate and act.



MAP our carbon footprint



REDUCE our emissions



OFFSET emissions



ADVOCATE and learn