

RESPONSIBLE OPERATIONS

We are committed to reducing our impact on the environment, operating more sustainably and being socially responsible as an organisation.

Environment:



Our carbon footprint has been independently verified through **Planet Mark** Business Certification which is an internationally recognised sustainability certification for organisations acknowledging continuous progress, encouraging action and building an empowered community. While we recognise that offsetting does not solve the climate problem without other forms of action, we buy carbon credits through **Gold Standard** to offset our annual carbon emissions.

We are part of the **SME Climate Hub**, which recognises that climate change poses a threat to the economy, nature and society at large and we have committed to take action immediately in order to:

- Halve our greenhouse gas emissions before 2030;
- Achieve net zero emissions before 2050; and
- Disclose our progress on a yearly basis.

We are also recognised by the **United Nations Race to Zero** campaign, and join governments, businesses, cities, regions, and universities around the world that share the same mission.

Diversity, Equity & Inclusion:

We are committed to building and nurturing an inclusive work environment, where all people are welcomed, included, and respected — a place where people feel comfortable to be themselves. We believe that accepting, celebrating and valuing the richness of diverse cultures, opinions and experiences is what motivates, engages and empowers us and is a key part of our success. Our vision is that we will continue to thrive and grow with a diverse mix of unique, bright, talented and passionate people joining us, people who care about the world we live in and the future of its environment.

Modern Slavery:

We believe that any form of exploitation is wrong and always aim to act ethically and with integrity in all of our activities, business dealings and relationships to try to ensure that modern slavery is not taking place anywhere in our own business or in any of our supply chains. We maintain a fair remuneration policy and when we use interns, we always pay them in accordance with the **Living Wage Foundation** pay rates.

Ethical Standards:

To ensure that the highest standards are upheld, we maintain an Anti-fraud and Bribery Policy and a Whistleblowing Policy. If a staff member becomes aware of information which they reasonably believe tends to show any criminal activity, receipt or offer of bribes, failure of legal obligations, miscarriage of justice, endangerment of health and safety, environmental damage, concealment of information relating to any of the above, they are encouraged to report such information through our disclosure procedure. We also maintain an Outside Business Interests Policy to ensure that there are no potential conflicts of interest to maintain our impartiality.