

Sustainability Policy

Pinksheep is committed to promoting sustainability. Concern for the environment and promoting a broader sustainability agenda are integral to the Organisation's management and professional activities. The Organisation aims to follow and to promote good sustainability practise, to reduce the environmental impacts of all our activities and to help our clients and partners to do the same.

Principles

Our Sustainability Policy is based upon the following principles:

- To comply with all applicable environmental, social, and sustainability-related legislation and regulations.
- To integrate sustainability considerations into our business decisions.
- To ensure that all staff are aware of our Sustainability Policy and are committed to implementing and improving it.
- To minimise the impact on sustainability of all office, site and transportation activities.
- To make clients and suppliers aware of our Sustainability Policy, and encourage them to adopt sound sustainable management practises.
- To review and to continually strive to improve our sustainability performance.

Practical Steps

In order to put these principles into practise, the company will implement the following:

Products and Services

- Source and promote a product range to minimise environmental impact: identifying and promoting products that are environmentally friendly, such as those made from sustainable materials and with a lower carbon footprint.
- Ensure the suitability and effectiveness of the supply chain, and monitor their sustainability performance: using sustainable packaging, minimising waste, and reducing carbon emissions.

People

- Provide sustainability training and development for staff. Training on sustainable practises and the provision of tools for employees to apply these practises both at work, in their personal lives and within the wider community.
- Invest in local communities. Sponsoring community events and participating in local charity efforts.
- Create a healthy, safe and secure workplace: providing a safe and healthy workplace environment, including ergonomic workstations, healthy food options, and mental health support services.

Travel and meetings

- Remain committed to investigating all options regarding travel and transport. Give preference to the use of more sustainable modes of transport, where these meet the required needs of the company.
- Seek to maximise the efficiency of travel arrangements to avoid unnecessary, duplicated and wasted journeys.
- Avoid physically travelling to meetings if remote meeting alternatives are available and practical.
- Invest in equipment for remote meeting (webcams etc.) if this can improve efficiency.
- Reduce the need for our staff to travel by supporting alternative working arrangements, including home working etc.
- Seek to reduce emissions by requiring site-based employees to attend the office only where necessary.

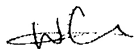
Purchase of equipment and consumption of resources

- Minimise our use of paper and other office consumables, by going paperless where possible, double-sided paper where appropriate, and identifying other opportunities to reduce waste.
- Take reasonable steps to arrange for the reuse or recycling of office waste, including paper, computer supplies and redundant equipment.
- Reduce the energy consumption of the office by purchasing energy efficient equipment, good housekeeping and other appropriate measures.

Working practises and advice to clients

- Highlight the most sustainable options in our proposal documents to clients.
- When issuing proposal documents to clients, make sure that these documents highlight the main responsibilities under relevant legislation.

This policy will be reviewed at least annually and updated as necessary to reflect best practices and evolving sustainability objectives.



William Gubby

Operations Director