

## Low Carbon and Sustainability Policy

We are a small company, and like so many people we are now are working from home. So, when we sat down to write our low carbon and sustainability policy, we knew that our direct business impact on emissions, biodiversity and resources would be tiny but still something to work on. We also knew that we had to face up to personal impacts too – both from the energy we used and the products we buy. And of course, we hope to have positive impact for the clients we work with.

So, this is what we have come up with:

### As a business:

- We will take trains or public transport wherever possible, and as a minimum car share if we both have to drive.
- We are exploring a move to hybrid or electric vehicles within the next 3 years
- We will keep any printing to a minimum and for any materials we must buy we will investigate low carbon/green credentials and buy the best we can
- Internal meetings will be online/phone - although it is good to meet in person too!

### Personally

The biggest impact any of us have will be our travel, heating our homes and in the stuff we buy (our embodied carbon and biodiversity loss) so.....

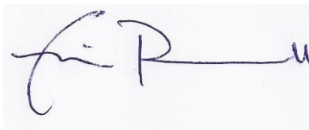
- If we can walk or cycle, we will, if not we'll use the train or bus where we can.
- We have both already insulated houses, keep the heating at 19 degrees and only put the heating on during the day when it's really cold (Erica is a jumper and blanket fan). But we will investigate air source heat pumps for our own homes. We will also monitor our own energy use.
- Solene has solar PV panels – Erica lives in a rather shady spot but will investigate and implement if possible.
- The stuff we buy:
  - We both compost green waste and vegetable peelings .....but we will both do more to reduce any food wasted.
  - Buy more locally grown food
  - Buy fewer clothes and try to make our clothes last longer – Erica buys second hand and has a pair of shoes from 1986 (heels: pink suede - not a great look). For Solene 90% of her children's clothes are second hand and then passed on. (3-5 children use/item)
  - Just buy less stuff – and when we do, make sure it will last and repair if we can.

- Try to use less packaged materials and recycle all we can – Solene provides a Terracycle collection point and knows from a garage full of stuff just how much waste we all produce.

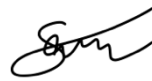
### In our work

- We will spend time to keep up to date with climate science, policy, and implementation.
- We will be part of networks and collaborations that will help us in our work for clients
- In all our interactions with clients we will emphasis the importance of the climate agenda and support them to incorporate net zero into their work.

And at the end of each year - we commit to letting you know how we've done!



**Erica Russell**



**Solene Dawson**