

ENVIRONMENTAL POLICY

At krow London, our mission is to make a Big Positive Impact, not just on our clients' businesses but also on the world around us. We are **committed to the prevention of pollution**, limiting and wherever possible eliminating, the negative effects of the work we do on the environment.

By designing a comprehensive and inclusive approach, we intend to build trust and confidence in our people and our service by:

- Nurturing a culture at krow where the environmental impact of the way we work becomes a critical factor in all the decisions we make at work.
- Raising wider awareness and understanding within the agency about the impact our business operations have on the environment to enable them to make informed and conscious decisions in their day-to-day work.
- Providing good working conditions to our staff to ensure its safety, health, well-being and competence enhancement.
- **Ensuring we meet our compliance obligations, including legal requirements.**
- Positively contributing to The Mission's 'Sustainability Solved' workstream that aims to reduce group emissions in line with Science-Based Targets to keep global warming below 1.5°C.

Across the following 7 operational areas, we are focused on continuous improvement to prevent pollution and will actively encourage good environmental behaviour at a corporate and individual level by:

- 1. Energy** – We are committed to only using renewable energy, and through efficiency programmes and monitoring measures, we are continuously working on reducing our energy consumption.
- 2. Business Travel & Commuting** – We will endeavour to reduce business travel but where it is critical, we are committed to increasing our use of low emission modes of transport.
- 3. Furniture and IT Equipment** – As an office-based business, we are conscious of the amount of IT equipment and furniture we require to operate. Wherever possible, we will reuse, repurpose & refurbish.
- 4. Stationery and consumables** – We will always endeavour to purchase stationary and consumables that are recycled, recyclable and originate from sustainable sources, using B-Corp suppliers wherever possible.
- 5. Waste Management** – We are committed to minimising waste and recycling as much of the waste we do produce as possible. This includes ending the purchase of single use plastic cups, plates, utensils, water bottles and clingfilm within our office space.
- 6. Suppliers** – We will always endeavour to work with suppliers who are also committed to minimising the negative impact they have on the environment and will incorporate environmental and waste management considerations into our Service Level Agreements and contracts.
- 7. Shoot production** – We will encourage responsible social behaviour in the ideas we originate and through rigorous monitoring and measurement, minimise the carbon emissions and waste generated from their production.

krow London implemented a management system according to ISO 14001 to ensure that all activities contribute to the **continual improvement of the EMS and environmental performance** and is strongly committed to regularly monitoring and evaluating its effectiveness.

This policy is publicly available upon request and will be displayed around our sites.
Vicki Saunders, Deputy Managing Director
Date: 30th September 2022

