

Environmental, Social & Governance Policy, TCL-POL-001, Rev 2

We are a consultancy based in Scotland, predominantly working from a home office undertaking activities online or in person at venues within UK. The main purpose of the business is to affect change within organisations and communities to become more environmentally conscious and reduce the impacts of human actions.

The Changineer recognises its responsibility for the environment and will ensure compliance with all relevant current and future legislation. While doing our work The Changineer acknowledge our own impacts and those of our stakeholders we commit to make efforts to minimise these where possible. In particular, we will achieve this as follows:

Transport

Avoiding Flights: We commit to avoiding flights whenever a reasonable alternative mode of transportation is available, such as trains or video conferencing.

Transport Choice: Firstly, utilising public transport where possible for business travel. Prioritising hybrid or electric vehicle for travel and tracking vehicle fuel type when accounting for business mileage. When organising events consider customer travel to facilitate public transport options.

Responsible Consumption

Minimising Paper Use: We endeavour to minimise paper use throughout the business, including digital documentation and communication wherever possible. Utilising black and white print, double sided or multiple pages per sheet options if printing is required.

Waste Reduction: Actively seeking ways to reduce wastage by utilising refurbished furniture, technology equipment, and office supplies, supporting circular economy principles.

Sustainable Procurement: Where possible we will prioritise environmentally friendly products, considering packaging, business location, raw ingredients, recyclability.

Carbon Measurement: Regularly measure and track carbon emissions on an ongoing basis to understand the company's environmental impact and identify areas for improvement. Utilising smart plugs to gather data, low energy appliances and air source heating.

Vegetarian Catering Preference: When organising events, we will adopt a vegetarian catering preference for company events and meetings to reduce the environmental footprint associated with food consumption. Food waste will be minimised where ever possible and redistribution of surplus if it occurs.

Support Better Business Network: Prioritising partnerships and collaborations with B-Corp certified businesses or those within Better Business Networks within the supply chain and broader network to support sustainable practices and values.

Governance

Compliance: In addition to regulatory requirements where appropriate, we will also endeavour to be compliant with appropriate best practice.

Employee Welfare: We prioritise the health, safety and well-being of our employees by providing a safe and supportive working environment, promoting work-life balance and offering opportunities for development and growth.

Diversity & Inclusivity: We value diversity and inclusivity in the workplace and are committed to fostering an environment where all employees and stakeholders feel respected, valued, and empowered regardless of their background or characteristics.

Where possible we will offer tiered pricing structure to facilitate access to training or consultancy services to all that need it. Along with facilitating a number of free events raising awareness of sustainability and regeneration.

Community Engagement: We actively engage with local and global communities by supporting charitable initiatives, volunteering activities and community outreach efforts aimed at addressing societal issues, fostering collaboration and creating positive change.

Transparency: We maintain high standards of transparency in our business operations, financial reporting and decision-making process. We believe in open communication and accountability.

Ethical Conduct: We uphold the highest ethical standards in all our interactions with employees, customers, suppliers and other stakeholders. We strictly prohibit any form of bribery, corruption or unethical behaviour.

Stakeholder Engagement: We actively seek feedback from our stakeholders, including customers, collaborators and broader community to ensure that our business practices align with their expectations and interests. We believe in fostering collaborative relationships built on trust, respect and mutual benefit.

Business Objects & Accreditation: We aspire to join the B-Corp Movement and as such has registered with modified articles of incorporation, to establish a foundation of responsible and ethical business practices from the outset.

Continuous Improvement: We will continually monitor, update and improve our sustainability policy commitments and treat this as a living document, reporting internally and externally our impact against goals and objectives. We acknowledge the Sustainable Development Goals (SDGs) as a framework and are working to develop a baseline of our impacts utilising this framework.

Offsetting: While we commit to reduce our impacts where possible we also acknowledge there will be an impact of our actions, we intend to invest in Caledonian Forest through the Trees for Life Project on an annual basis. This commitment is frozen for year 1 of trading.

Pledge: The Changineer signed the Aberdeen Climate and Nature Pledge (NZ610685514)

The company aims to foster an increasing environmental awareness and understanding in all employees, suppliers, customers and subcontractors.

This Environmental, Social & Governance Policy is available to our Stakeholders on request and is displayed within our office and on the website.

Signed by:



Danielle Dale, Director

November 2024