



ENVIRONMENTAL, SUSTAINABILITY & SOCIAL IMPACT POLICY

Environmental, Sustainability and Social Impact Policy

Policy Name: : Environmental, Sustainability and Social Impact Policy

Section: Z

Adopted: August 2015

Reviewed: June 2016

Responsible Executive: HR and Talent Manager + Managing Director

Responsible Office: Talent/HR

Contact: Emma Bowden

1. INTRODUCTION

1. Introduction

Fat Media is dedicated to providing a healthy and safe working environment for our employees, we are also committed to deliver a service that has minimal impact on the environment and society by being as sustainable as possible in our work processes. Fat Media will achieve this sustainability through compliance with environmental legislation, we aim to do this through:

- Monitoring the environment in which our staff work
- Ensuring the day to day operations and strategy will have an over-arching theme of sustainability e.g. sustainable travel policy, paper light working
- Choosing to work with clients that work as closely as possible to our own environmental and sustainability policy

2. POLICY STATEMENT

2. Policy Statement

We have identified the importance and responsibility that Fat Media has in being a sustainable business that complies with environmental legislation. We employ 130+ people and across the business we integrate the principles of sustainability into our daily working activities and our longer term strategies and processes.

In order to comply with the above statement, Fat Media will:

- Consider all environmental concerns and impacts when making business decisions
- Promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner
- Inform and communicate to all of our offices and our employees about environmental issues that may affect their work e.g. car sharing advice
- Work sustainably where possible and reduce the impact our working activities have on wider society. Although the nature of our work will not lend itself heavily to disruption to the environment or society, where possible we will aim to reduce our impact
- Work with clients who promote sustainability in their working activities

2. Policy Statement (Continued)

- Reduce waste through re-use and recycling and by purchasing recycled, recyclable or re-furbished products and materials where these alternatives are available, economical and suitable
- Promote efficient use of materials and resources throughout our facility including water, electricity, raw materials and other resources
- Our operations team with aim to avoid unnecessary use of harmless or hazardous materials and seek substitutions when possible, and take all reasonable steps to protect the environment. These substances will also be stored safely
- Aim to communicate our environmental commitment to clients, customers and the public and encourage their support
- Strive to improve our environmental performance and minimise the social impact and damage of activities by reviewing environmental policy in accordance with planned future activities

3. CURRENT ACTIVITIES INSUPPORT OF OUR ENVIRONMENTAL, SUSTAINABILITY & SOCIAL IMPACT POLICY

3. Environmental Measures

Fat Media is continuing its commitment to the environment, which is important to us as an organisation and is also valued by the people we employ and others we engage with. We occupy buildings that have been designed to make best use of natural light and energy, especially our Lancaster office. We're committed to the reduction of our carbon footprint and minimising our impact as a company on the environment.

Environmental measures include:

- Energy efficient lamps in all areas of the building
- The building is designed to use the optimum amount of natural daylight to reduce energy consumption
- Maximizing our use of environmentally aware suppliers
- Using glasses and mugs instead of paper cups for the water fountain
- Recycling of printer cartridges through our suppliers
- Recycling our general waste
- Shredding and recycling our paper waste

3. Environmental Measures

- Car sharing and encouraging staff to walk or cycle to work
- Travel in the business is monitored closely to ensure staff are using public transport appropriately and where possible they are minimising travel to clients and using video conferencing facilities so that unnecessary journeys are not made