

Care for the environment and promoting a set sustainability agenda remains integral to Minx Creative's professional activities and the management of the organisation. We practice and promote climate positive action in order to reduce the environmental impact of our business activities and help our clients and suppliers to do the same.

---

**Principles — Our sustainability policy is based upon the following principles:**

- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To integrate sustainability and positive climate action into all our business decisions.
- To ensure that all staff are fully aware of our Policy and are committed to implementing and improving it.
- To minimise the impact on sustainability of all office and end project deliverable transportation activities.
- To make clients and suppliers aware of our Sustainability Policy, and encourage them to adopt sound sustainable management practices.
- To annually review and continually strive to improve our sustainability and climate positive action framework.

**Practical Steps — In order to put these principles into practice we:**

- Ensure that all approved print firms on our books are Carbon Neutral, ISO14001, FSC (Forest Stewardship Council) and PEFC (Programme for the Endorsement of Forest Certification schemes) certified; offering volatile organic compound (VOC) emission-free printing.
  - Always source paper that is either 100% Post-Consumer Waste (PCW), Processed Chlorine Free (PCF) or from sustainable forestry (FSC).
  - Prioritise and support 'local' businesses.
  - Minimise our use of paper and other office consumables and continually identify opportunities to reduce waste.
  - Reduce the energy consumption of office equipment by switching off all non-critical equipment when not needed and purchasing low energy (new) electrical equipment.
  - Recycle all consumable packaging (including food items).
  - Only use 100% renewable energy in our place of work and where possible, at home.
-

## SUSTAINABILITY POLICY

---

- Always endeavour to perform business electronically to reduce paper usage (e.g. project proofs, invoicing, purchase orders, payments, archiving etc.). Where paper is used in-house, a strict recycling policy is in place.
- Only provide Green Web Hosting to us and our clients.
- Endeavour to prioritise the use of local sub-contractors when required.
- Always manufacture in the UK, including sourcing stock and finishing items.
- Always endeavour to purchase project specific or for internal use products (including food/beverage/cleaning that are either environmentally friendly, re-usable, recyclable, non-toxic, organic, fair trade and that have the least environmental impact.
- Do not buy-in or use single use plastics for us or our clients.
- Aim to only use energy-efficient transportation for all our business travel, starting with acquisition of our first fully electric car in December 2020. We also encourage cycling and walking for all primary and local journeys.
- Minimise the use of couriers, Royal Mail deliveries and/or post.
- Aim to have a climate positive team through reforestation and CO2 offsetting.
- Partner with organisations that conserve, restore and grow our world's forests and fund climate-saving projects around the globe.

By this policy Minx Creative Limited recognises its responsibility towards protection of the environment, and issues this statement as a commitment of both management and employees to minimising the environmental impact of its operations.

---