Environmental and Sustainability Policy

We recognise that we have a responsibility to the environment and are committed to preventing pollution and to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods. We will encourage customers, suppliers, stakeholders, and all colleagues to do the same.

Our People and Culture Manager is responsible for ensuring that the environmental policy is implemented and communicated regularly. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met. We also encourage employees to implement good practices in their homes.

We endeavor to:
- Comply with and where possible exceed all relevant regulatory requirements.
- Continually improve and monitor environmental performance.
- Continually improve and reduce environmental impacts.
- Incorporate environmental factors into business decisions.
- Increase employee awareness and training.

Paper
- We will minimise the use of paper in the office.
- We will reduce packaging as much as possible.
- We will seek to buy recycled and recyclable paper products.
- We will reuse and recycle all paper where possible.

Energy and water
- We will seek to reduce the amount of energy used as much as possible.
- Lights and electrical equipment will be switched off when not in use.
- Heating will be adjusted with energy consumption in mind.
- The energy consumption and efficiency of new products will be considered when purchasing.
- We will seek to reduce our consumption of water.

Office supplies
- We will evaluate if the need can be met in another way.
- We will evaluate if renting/sharing is an option before purchasing equipment.
- We will evaluate the environmental impact of any new products we intend to purchase.
- We will favour more environmentally friendly and efficient products wherever possible.
- We will reuse and recycle everything we are able to.

Transport
- We will reduce the need to travel, restricting it to necessary trips only.
- We will promote the use of travel alternatives such as e-mail or video/phone conferencing.
- We will make additional efforts to accommodate the needs of those using public transport or bicycles.

Cleaning and waste disposal

- Cleaning materials used will be as environmentally friendly as possible.
- Materials used in office refurbishment will be as environmentally friendly as possible.
- We will only use licensed and appropriate organisations to dispose of waste.

Disposal of e-waste
- We dispose of all our e-waste via a reputable recycling third party who adhere to strict environmental and ethical standards. Upon completion of the disposal, we obtain a certificate serving as formal acknowledgement of our commitment to responsible e-waste management.

Monitoring and improvement
- We will comply with and exceed all relevant regulatory requirements.
- We will continually improve and monitor environmental performance.
- We will continually improve and reduce environmental impacts.
- We will incorporate environmental factors into business decisions.
- We will increase employee awareness through training.
- We will review this policy and any related business issues at our regular management meetings.

Culture
- We will involve staff in the implementation of this policy, for greater commitment and improved performance.
- We will update this policy at least annually in consultation with staff and other stakeholders where necessary.
- We will provide staff with relevant environmental training.
- As far as possible we will work with suppliers, contractors, and sub-contractors to improve their environmental performance.
- We will use local labour and materials where available to reduce CO2 and help the community. **Carbon footprint**
- We are working to minimise our carbon emissions and we offset a proportion of our emissions using Social | Ecologi, who are Gold Standard certified.

Home working
- At Social we will encourage staff to adopt good resource efficiency practices when working from home. Guidance on energy saving at home can be found in our internal home working energy saving best practices guide.

This policy will be renewed annually.

Last updated February 2026