



ENVY Sustainability & ESG Policy

At ENVY we make it our business to understand and comply with future changes; aiming to dedicate to environmental stewardship, social responsibility, and governance (ESG). For our organisation, employees, and clients, we recognise our responsibility in conserving the environment, therefore, the measures we have in place are implemented to support daily function and inform key decisions when looking at investment and expansion. We look to any partners and sub-contractors who uphold these values and welcome any input on how ENVY can improve and develop these policies moving forwards.

We are a Planet Mark Certified Business.



1. Our View and Measurement

At ENVY, we recognise our responsibility to drive positive impact through our actions and communication. We acknowledge that our operations have an environmental footprint and we are proactively looking to mitigate this. By adopting sustainable practices and fostering a culture of consciousness; we aim to lessen our footprint whilst maximising positive social and economic outcomes. We understand that collaboration is key, therefore, addressing the climate crisis requires united efforts across the creative industries; one which we are aiming to champion.

In 2018 we joined Albert Sustainable Production to reduce our carbon footprint, however, as they stopped supporting Post Production businesses we found a partner in Planet Mark in 2023 to accelerate our journey. Planet Mark is a sustainability certificate provider for businesses dedicated to fighting the climate crisis. By submitting our meter readings, invoices and utilities bills, Planet Mark have calculated our carbon footprint to identify areas of improvement; broken down into 3 key areas (Measure, Engage, and Communicate) that ensure we are working towards our reduction goals, encouraging others to support, whilst remaining transparent throughout the process.


2. Transparency


We believe in sharing what we do, both the successes and failures to build trust and confidence amongst our staff, clients and the wider Post Production community. We share our progress annually on our website, under our Sustainability page which conveys our sustainability journey to date and developments in our sustainable practices.


3. Sustainability Commitment


ENVY have set our sights on minimizing the impact on the environment and curbing the consumption of resources. Collaboration is at the core of our approach, as we believe that together, we can achieve remarkable strides towards sustainability and energy reduction.


We aim to:

 **Embrace Compliance:** by observing all current environmental legislation.

 **Integrate Sustainability:** we are committed to making environmentally conscious choices across all aspects of our operations and wider business.

 **Empower and Educate our Employees:** ensuring all our employees are aware of our sustainability policy and are committed to its implementation, providing information where necessary.

 **Reduce Our Carbon Footprint:** employing sensible use of energy and use of energy- efficient technologies.

 **Continuous Improvement:** To review and suggest improvements on our sustainable performance.

4. Our Goals

Short Term

Across ENVY's 2023/2024 reporting period we aim to reduce our carbon emissions by 5% each year, equivalent to 10.7 tCO₂e, as set out by Planet Mark. For each year we are listed as a Planet Mark certified business, one acre of rainforest is protected in partnership with Cool Earth. In addition, 5% of our certification fee is donated to the Eden Project; a nature movement responding to the planetary crisis.

To see some of our steps in achieving this 5% please visit our website for more details.

Mid Term

In the next five years we aim to become B Corp certified; a UN-recognised certification that acknowledges a business's efforts to combat the climate crisis. In addition, we aim to become Carbon Neutral by 2030. If, however, we cannot reduce our emissions completely, we will have offset this by supporting green causes committed to tackling the climate crisis.

Long Term

By 2050 we aim to be Net Zero, as set out within the Paris Agreement at COP21. We are currently on track to achieve this due to our aims of 5% carbon reduction every year. In addition, we aim to be industry leaders in sustainable practices.

5. Our Operations

Hospitality

Our kitchens have clearly marked waste and recycling bins that are processed by a professionally certified supplier, *Power Cleaning*.

All drinks and meals are ordered from local restaurants on the clients' request. Any packaging for food and drink we use i.e., milk, cereal and boxes are all recycled.

We do not use plastic bottled water; we have our own branded filtered glass bottled water and glassware that is supplied to all staff and clients. All new ENVY employees are provided with a reusable bottle.

Our licensed bars also utilise metal and non-plastic straws with no trace of single use plastics (cutlery/cups).

We are currently paper free where possible.

Technology

When purchasing new technology, energy consumption of kit forms part of the purchasing decision. ENVY moves as much IT infrastructure to VM stacks as possible, ensuring we utilise less equipment whilst running all the services required.

All PC's and relevant equipment are powered off when not in use. This includes clients which are instructed to turn off all non-essential computers and servers at the end of the day.

All air conditioning units are turned off when not in use and/or automatically at the end of the day.

This excludes technical areas where equipment must be kept on and are cooled.

Buildings

All ENVY buildings are constructed in the same way, where all walls are made up of double layers of plasterboard and filled with Rockwool sound insulation ensuring a constant and economic standard.

Electricity Suppliers

[Good Energy](#) and [Eon Next](#) – using 100% Renewable Electricity.

EDF - Our contract is for Zero Carbon for business, which means that although not 100% renewable, there still are no fossil fuel or greenhouse gas emissions, thus, mainly "clean" nuclear fuel. However, we will work towards consolidating all energy suppliers to those that only utilize renewable energy.

We monitor our overall energy consumption with reports from our Energy suppliers. As a Planet Mark certified business, we will assess our usage and address as necessary in line with our Sustainability Policy.

Client Enquiry & Reporting

All information surrounding our sustainability journey is publicly available on our website. Should clients require further information, this can be requested via their Post Producer to which we can provide a more detailed breakdown of our Planet Mark records.

6. Sustainable Development Goals

The Sustainable Development Goals (SDG's) are a collection of 17 interrelated goals set out by the United Nations. These goals each cover a range of social and economic development issues. By measuring our carbon footprint with Planet Mark, ENVY can contribute towards 9 of these goals which focus on sustainability specifically.

Following our 2022/23 footprint report, we are currently contributing to 4/9 of these SDG's: Affordable and Clean Energy, Sustainable Cities and Communities, Responsible Consumption and Production, and Climate Action. This is mainly due to our current focus on waste management or disposal and renewable energy consumption.

7. Supporting Charities

ENVY is continually committed to supporting local charities and initiatives. We are Industry Friends and supporters of the Film and TV Charity, an organisation dedicated to supporting individuals within the industry, offering services including a 24-Hour Helpline, Mental Health Support and Financial Advice. During our time as Industry Friends, we have supported the charity with donations, raising awareness on social media and participating in events organised by the charity.

Rise are an organisation dedicated to fostering gender diversity and empowering women within the creative media and broadcasting industries. ENVY have supported with donations and are also part of their mentoring scheme which is a 6-month global initiative open to women working in the media technology industry. This could include women working in technical or engineering roles, through to those working in support roles, such as marketing and PR. The programme events comprise of sessions which will run at various times of the day and evening, both in person and online.

Again, we have been active supporters of the Women in Film and Television charity, an organisation created for women in the creative industries. The group host many events, networking evenings and mentor schemes which we have participated in.

In 2023, we began working with the TV Access Project (TAP) and became a TAP Activator. Officially launched in 2022, the UK's biggest broadcasters and streamers came together to form an alliance which aims to break down barriers and create a permanent structural shift to ensure inclusion for deaf, disabled, and neurodivergent talent. We are actively involved with the TV Access Project and are working to improve accessibility and make reasonable adjustments to our facilities. We hope that we can bring companies from all areas of the television industry together to create an equal and inclusive industry for everyone. We aim to make our facilities more accessible and to do this we are following an audit that has been created by TAP which takes into consideration all access requirements.

We regularly support University College London Hospitals (UCLH), a local NHS trust who are located within a few minutes of our facilities. Over several years, we have supported the charity with events for a variety of their fundraising appeals.

Finally, through our certification with Planet Mark our fees contribute towards the Eden Project; an initiative which aims to reconnect and educate people about nature and repair damaged environmental spaces.

8. Changes to this Policy

ENVY ensures that their policies are up to date. As such, this Policy may change from time to time with or without notice. It is your responsibility as an employee to read and keep up to date with the requirements, procedures and other matters set out in the latest version of this Policy.

9. Contact Details

Any queries regarding this policy should be directed to HR@envypost.co.uk

REVISION HISTORY

<u>Author</u>	<u>Date</u>	<u>Status / Description</u>	<u>Signed off</u>
M.Dawson	17.6.24	Approved	Natascha Cadle – 19.6.24