

COMPANY POLICY

SUBJECT: Commitment to the Environment
REVISION DATE: 14 March 2023

INTRODUCTION

As a certified B Corp organisation we aim to balance purpose and profit, and consider how every aspect of our business impacts on our workers, customers, suppliers, community, and the environment. This policy relates to how Resonance is committed to reduce its impact on the environment.

Resonance recognises that our environmental impact also has a social impact, with disadvantaged and impoverished communities typically most at risk from climate change and environmental degradation.

Our aim in making this commitment to the environment is to monitor and improve our impact, improve cost control and improve efficiency, at the same time as encouraging our stakeholders to adopt similar policies.

We have established a working group called the Greener Resonance Group, which will help to guide us on our journey towards a net zero carbon operation, however it is the responsibility of all Resonance employees to implement the recommendations on a day to day basis.

OUR COMMITMENTS

- We will always operate in compliance with all relevant environmental legislation;
- We will continually work to reduce our carbon footprint and evaluate operations and ensure we are working as efficiently as possible;
- Minimise our waste by reducing, re-using, repairing and recycling wherever possible – including but not confined to paper, plastic and electrical waste;
- Measure our usage of energy and water and work to conserve supplies and minimise consumption on a continual basis;
- Wherever possible in budget, we will purchase products and services that do the least damage to the environment and are socially responsible;
- Promote the use of virtual meetings where appropriate to reduce travel;
- Use local suppliers where possible;
- Train, educate and inform our employees about environmental issues in both the workplace and their home working environments;

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- Promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner;
- Report our efforts and commitment to the environment to our clients, customers and the public in our Annual Report;
- Integrate the consideration of environmental impacts into our decision-making and activities;
- Ensure the GRG meets a minimum three times per year and reviews the policy on an annual basis;
- Report findings from the GRG to the leadership team and, where relevant, onwards to the Board for consideration.

OUR LONGER TERM GOALS

- Carry out a business wide environmental impact report and to implement its findings wherever possible;
- Use an accredited programme to mitigate the greenhouse gas emissions generated by our activities so that we become a net-zero contributor;
- Set and monitor targets for ongoing improvement;
- Review budgets to see how best to allow for additional costs, if any, of hitting our targets.

QUESTIONS AND FEEDBACK

We want to work in a way that has the least impact on climate change, ecosystems and wildlife. If you have any questions, feedback or any ideas to share that might help us to do better, please get in touch.

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