

Sustainability Policy

A responsible approach to the environment is essential to ensure the future sustainability of our business and the role that we play in the communities that we serve. Our view is that care for the environment goes hand in hand with our work as a media business. We continually develop and revise our sustainability approach to satisfy our ambitions, and encourage and empower everyone who works at/with the company to be aware of how the work we do affects wider society. We co-operate with our suppliers to reduce our environmental impact wherever possible. It is important that our suppliers comply with our core principles, including that employment is freely chosen, that working conditions are safe, that child labour is never used, and no discrimination is practised. Where possible, we will choose a supplier that has environmental accreditation.

Definition The Investing Collective Ltd (TICL) follows the Brundtland report's definition that sustainable development is 'development that meets the needs of the present without compromising the ability of future generations to meet their own needs' (Brundtland Report for the World Commission on Environment and Development 1992) and we are conscious of the environmental impact of our activities.

Scope and Objective This policy explains TICL's approach to sustainability and clearly communicates this to any employees, readers, clients, and partners.

Printing and paper As a social media based company, we endeavour to be paper free in our activities. Where we do need to use paper, 100% of the paper we use was sourced from either recycled fibre or sustainable forests where at least one tree is planted for every tree felled.

Our offices We do not have a stand alone office and as such use of remote working wherever is convenient. We are reducing unnecessary business travel and use audio and videoconferencing to replace face-to-face meetings where possible. We are actively limiting our use of paper in the office by reducing the amount of photocopying and printing, and only use recycled paper for photocopying, business correspondence and marketing. We are working to ensure the maximum amount of our office waste is recycled and as little as possible of the remainder is sent to landfill.