

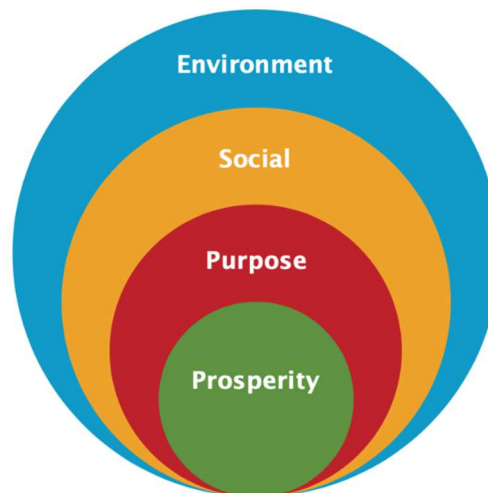
ENVIRONMENTAL AND SUSTAINABILITY POLICY

Introduction

Original Consultants Ltd are aware of the global focus on sustainable development, climate change, ethical behaviour, social responsibility, and transparent supply chains increasing in recent years. Therefore, we are addressing this demand for sustainable business practise.

We believe in the **Quadraple Bottom Line** concept of sustainability:

- 1) **Environmental ('Planet')** – reducing environmental damage to levels that can naturally be absorbed by nature
- 2) **Social ('People')** – Developing healthy and fair local and global society
- 3) **Purpose** – Weaving purpose-driven environmental and social considerations into the fabric of how Original operate as well as what our goods and services are. This includes adaptive innovation, i.e. adaptive learning and change, trial and error risk taking and discovery in all aspects of people, prosperity and planet.
- 4) **Financial ('Prosperity')** – creating sustainable business models and stable, prosperous economies



At Original we aim to do our best to work towards sustainability. We're not perfect, but it is something that we take very seriously. We have a range of environmental, social and financial strategies to help us reduce our negative impact give something positive back to the world. These include:

Environmental

- Original intends to minimise its carbon footprint by operating a hybrid business structure, centred around our innovative workspace at The Lypiatts, Cheltenham. This allows our team to work at convenient locations and avoid excess travel. We also use the most efficient, practical mode of transport for each journey.
- Wherever possible our stationery is recycled or recyclable, hence minimising its impact on the Earth. We use paper only from sustainable sources where available. Perhaps most importantly, we try to avoid using physical stationery and printing documents whenever possible.

- We reduce by only buying products that we require, re-use by using second hand products where available and selling our unwanted items and try to recycle or compost as much of our waste as possible.
- All of our cleaning products are natural, biodegradable and are bulk purchased when possible to minimise packaging. We also use our old containers and refill at local Food Loose venue.
- We use low energy appliances wherever available.
- We use laptops rather than desktop PCs as these use less energy by having fewer components.
- We have a no-fly policy unless absolutely necessary, and instead work with international customers, staff and partners using web communications and travelling over land if required.
- We try to keep our carbon emissions to a minimum and we aim to move away from offsetting our carbon emissions to 'carbon synching'. We need to not just remove CO2 from the atmosphere, but we need to do it roughly at the same speed (or faster) than we are emitting it.
- We operate services that can be delivered with no physical goods production or hardware provision, and limited transportation.

Social

- We value our team. We make sure that our team members enjoy their work by giving them every possible opportunity to express themselves, fulfil their potential and fit their work around the other important aspects of their lives.
- We offer our staff a 4-day (32 hours) work week. This helps team members maintain a healthy work-life balance.
- We maintain healthy relationships with our customers and accommodate their needs wherever possible.
- We use local suppliers where possible to reduce our carbon footprint and stimulate the local and national economy.
- We only deal with ethical organisations, who treat their staff well.
- We try to create opportunities for young talented individuals with strong ethics and support them to develop their careers by getting them involved in our work and helping to promote them.
- We use fairtrade and BCorp products where appropriate.
- We comply with all equal opportunities laws and regulations.
- We actively promote the benefits of socially responsible business.
- We refuse to work with organisations involved with ethically dubious activities.

Financial

- We build a strong, valuable brand.
- We will keep costs to a minimum by virtual operation of the business using modern communication technologies.
- We will avoid ethical liabilities by implementing our social and environmental sustainability policies.
- We minimise debt and other financial liabilities
- We will invest in sustainable businesses, projects and ventures, to help encourage the growth of a sustainable economy, as well as providing the business with a strong long-term investment portfolio.
- We will implement simple and effective business systems so that the business runs efficiently without reliance on the specialist knowledge or skills of any one individual.

We measure our impact

Our reason for existing is to make a positive impact, which is why we are striving to get better at monitoring and reporting our environmental and social impact.

Our organisation recognises that it has a responsibility to help protect the environment wherever it has an opportunity to do so, to be a responsible neighbour, and to provide a comfortable environment for its employees to work in.

As such, the Directors of Original Consultants Ltd are committed to the following:

- Continual improvement in the environmental impact of its business activities;
- Preventing pollution;
- Complying with all relevant legal, customer, and other third party requirements;
- Establishing measurable environmental and business objectives that are consistent with the context and strategic direction of the organisation and addressing risks and opportunities associated with them;
- Achieving objectives to help minimise its environmental impact;
- Adopting best practices applicable to its activities wherever practicable.

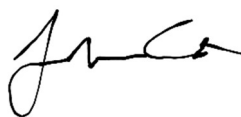
The organisation will achieve these commitments by:

- Implementing and maintaining an Environmental Management System that is independently certified as compliant with ISO 14001:2015;
- Employing processes that identify the aspects of the organisation's business that have an environmental impact and quantifying the significance of each aspect;
- Maintaining an environmental performance improvement programme to enable the organisation's objectives to be achieved;
- Ensuring that its employees, suppliers and customers are aware of their role in supporting the organisation's commitments and environmental objectives;
- Training its employees in good environmental protection practices and encouraging employee involvement in environmental improvement initiatives;
- Original will encourage the adoption of similar principles by its suppliers.
- Continually monitoring the environmental impact of its business activities.

The implementation of this policy is fundamental to the success of the organisation's business and must be supported by all employees as an integral part of their daily work.

This policy is available to interested external parties upon request.

Signed on behalf of Board of Directors:



Position: Managing Director

Date: 12 March 22