

Midnight Communications Limited Environmental Policy

Last Reviewed: 19/04/24

Next Review: 19/04/25

Mission statement

Midnight Communications Limited recognises that the environment is important to our organisation, our staff and our clients. We have a responsibility to manage our operational environmental impacts carefully, including meeting all legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our organisation strategy and operating methods, with regular review points. We will encourage staff, clients and other stakeholders to do the same.

Objectives, targets and priority actions

<p>1. Reduce our carbon footprint (Scopes 1, 2 & 3)</p>	<p>Target: Reduce emissions by at least 25% by 2030, relative to turnover, from a 2023 baseline</p>
<ul style="list-style-type: none"> We will measure and report the carbon footprint of our business on an annual basis. We will focus action on the biggest sources of emissions in the business over which we have the most control – emissions from our business travel and purchased goods and services. We will avoid business flights unless they are unavoidable, with strict criteria adopted. We will facilitate access to low carbon personal vehicles for our staff. 	
<p>2. Reduce energy use</p>	<p>Target: N/A</p>
<ul style="list-style-type: none"> We will encourage and facilitate energy saving in the home offices of our staff. We will ensure that all lights, heating and equipment are switched off when not in use. 	
<p>3. Further embed environmental considerations into our business model</p>	<p>Target: N/A</p>
<ul style="list-style-type: none"> We will adopt a Client Selection Policy to ensure that we promote engagement with clients from industries that demonstrate positive environmental and social impacts and abstain from partnerships with those known for significant negative effects in these areas. We will adopt an Environmentally Preferable Purchasing Policy to ensure consistent application of environmental principles in our purchasing of goods and services. We will adopt a Data Retention Policy to ensure that the data held by the company is rationalised on a regular basis, thereby avoiding unnecessary carbon emissions from cloud storage. 	

Governance and engagement

We have developed a detailed action plan to ensure delivery of the objectives and targets above. Responsibility for each action within that action plan has been assigned to an appropriate person. Timescales for delivering each action have also been assigned and these will be kept under review.

We are committed to reviewing and updating progress against our action plan on a quarterly basis.

All staff will be made aware of our environmental objectives, targets and actions, as well as any related policies or procedures. We will also seek to routinely identify any training needed to facilitate delivery of this policy and to meet them wherever this is feasible.

Our Environmental Management System

This environmental policy and our environmental action plan, alongside any other related policies, procedures and monitoring comprise our Environmental Management System (EMS). Our EMS is certified by Green Small Business. Our certification is maintained through an annual review of our action plan carried out independently by Green Small Business.

We will update this policy at least annually in consultation with staff and other stakeholders where necessary.

Signed

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Position

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Date

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