

Ergo Environmental Policy

Last Reviewed: 30/06/25

Next Review: 30/06/26

Mission statement

At Ergo, we recognise that the environment is important to our clients, suppliers, staff and wider community. Of particular significance is the climate and ecological emergency. We recognise the wide-ranging effects of climate and ecological breakdown and will work hard to ensure that consideration of these effects is embedded both in the way we run our business and through the creative services we deliver.

We recognise our 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 our clients, suppliers and staff to do the same.

Objectives and priority actions

1. Reduce our carbon footprint (Scopes 1, 2 & 3)	Target: TBC
We will measure and report the carbon footprint of our business on an annual basis. We will focus action on the biggest source of emissions in the business over which we have the most control – emissions from business travel and the products/services we procure.	
2. Reduce energy use	Target: TBC
We will ensure all lighting and equipment are turned off when not in use. We will engage with our landlord to explore deep green energy tariffs and sustainability improvements. We will encourage and facilitate energy saving in the home offices of our staff.	
3. Embed sustainability into project delivery	Targets: 3. Embed sustainability into project delivery
We will reduce the environmental impact of the visuals and printed materials we produce by working with our clients to use sustainable materials and designs where feasible. We will review our digital infrastructure and suppliers to ensure they use sustainable hosting, cloud storage systems and apply sustainable design principles.	

4. Further embed environmental considerations into our operations	Target: Formal sourcing policy in place by 2026
<p>We will adopt an Environmentally Preferable Purchasing Policy to ensure consistent application of environmental principles in our purchasing of goods and services.</p> <p>We will review our banking, insurance and pension arrangements in order to minimise their indirect environmental impacts.</p> <p>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.</p>	
5. Reduce emissions from travel & transportation	Target: Avoid any increase, relative to turnover
<p>We will seek to facilitate access to low carbon personal vehicles for our staff.</p> <p>We will implement a 'Use of Transport' policy to prioritise lower-carbon travel options for business trips.</p> <p>We will maximise the use of video conferencing to reduce unnecessary travel.</p>	

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

Neil Livesey

Position

Digital Director & Sustainability Champion

Date

30/06/2025