

ENVIRONMENTAL MANAGEMENT AND PROCESSES

Introduction

Kubus recognises and understands the importance of protecting the environment in which we operate. We are fully committed to minimising the impact that running our business has on the environment and we encourage our clients, suppliers and other stakeholders to do the same.

Kubus is aware that its business activities result in various environmental impacts and will comply with all relevant legislative, regulatory and other environmental requirements in order to act in a socially responsible manner.

Kubus aims (amongst other things) to:

- Minimise the use of natural resources;
- Minimise the generation of waste and implement/promote recycling;
- Minimise pollution and promote greener transport options;
- Consider the environmental impact of any business decisions made; and
- Inform and encourage staff at all levels to act in an environmentally responsible manner and provide training where necessary.

Environmental Policy

A copy of our environmental policy can be found on our website: [Kubus Environmental Policy](#)

Carbon Reduction Plan

Kubus has measured its baseline Scope 1, 2 and 3 carbon emissions for the calendar year 2022. We commit to the following:

- To achieve Net Zero in line with the Science Based targets set out by the UNFCCC i.e. to achieve Net Zero no later than 2050 and target a 50% reduction in emissions by 2030.
- To set realistic short- and long-term targets that are designed to achieve our Net Zero commitments.
- To report the total Greenhouse Gas emissions of our business, at a minimum, on an annual basis.

A copy of our carbon reduction plan can be found on our website: [Kubus Carbon Reduction Plan](#)

Carbon Reduction Projects

The following initiatives have been implemented since the start of our baseline year:

- We have established an internal sustainability project team, working with external consultants to develop the following:
 - Prepare our CSR policy and Carbon Reduction Plan
 - Sign up to appropriate UN Sustainable Development Goals
 - Undertake a carbon audit to establish benchmark carbon emissions
- Launched a fully supported hybrid working policy for all non-warehouse staff to reduce emissions generated through commuting.
- Introduced carbon neutral shipping with DHL via their 'GoGreen' initiative, which covers c. 95% of our shipping.
- Targeted a companywide reduction in printing, including the move from manual to paperless Credit/Accounts Payable functions.
- Launched an electric car salary sacrifice scheme and installed charging points at our office in Kemble.
- Continued with the phased replacement of lighting with energy efficient bulbs.

The following initiatives are planned in the next 12 months:

- Review and implement ISO 14001 across the business.
- Implement a sustainable travel policy to encourage and educate staff to take lower carbon travel options such as public transport or car sharing.
- Replace our company owned diesel van with a lower emission vehicle (fully electric or hybrid).
- Work with our landlord to transfer all electricity contracts to renewable energy for our leased offices in Kemble, as well as implement measures to reduce energy consumption within our offices.
- Develop and embed a sustainable procurement policy within the business to make sustainability a key consideration when purchasing products and services.
- Continue to educate staff via internal and external training sessions, to inform our staff around Net Zero issues and how they can impact on our carbon emissions.
- Work with our pension provider to empower employees to invest their pensions in causes that reduce harm to the environment and actively contribute to positive change in society.