

Environmental Policy Statement

Issued: August 2026. Next review: August 2027.

Spirit Media Scotland recognises that our business activities have direct and indirect environmental impacts, and that we have a duty to manage them responsibly. We are committed to continuous improvement in minimising our impact on the environment. Compliance with all environmental legislation relevant to our activities is a minimum requirement and an integral part of this policy.

We operate as a fully remote business with no office premises. This shapes our environmental footprint: we carry no workplace energy or heating load, our people do not commute, and meetings are held virtually by default. Our remaining material impacts are business travel, the equipment we buy and dispose of, the energy used in home working, and the activity we undertake on behalf of clients.

Individual responsibility Environmental protection and waste minimisation is the responsibility of every employee.

Travel Meetings are virtual by default. Where travel is necessary, employees are encouraged to use rail and other public transport in preference to car or air travel where practical.

Equipment and waste We buy durable equipment, repair before we replace, and dispose of redundant electrical and electronic equipment through WEEE-compliant recycling routes. Printing is minimised; internal communication is electronic.

Energy Employees are encouraged to work energy-efficiently at home, including switching off equipment when not working and making use of natural light.

Digital activity We recognise that digital media activity carries an energy footprint through its supply chain. We keep our own digital estate proportionate, and will consider the environmental impact of media choices where clients ask us to do so.

Suppliers Wherever possible, supplies and services are sourced from providers who can affirm their own environmental policies.

This policy is reviewed at least annually and applies to all employees and to those working on our behalf.