

# ISO 14001: ENVIRONMENTAL POLICY.

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## INTRODUCTION

We Are Family London is a creative events, design and production agency.

Our team consists of agile producers, creative renegades, outstanding designers, and technical wizards who work to add real-time tangible value to all event briefs of all sizes.

We provide creative, production, event management and many support services, from initial creative concepts, creative strategy, event design, branding, motion, set design through to final production, project implementation and post-event evaluation.

Our inherent creative culture facilitates an agile approach, and our established method of working allows us to quickly become a trusted family-style extension to you or your team, ensuring repeat business again and again.

Fixated on design, we unlock and amplify the creative potential within each brief. With an integrated approach from ideation to strategy, planning to logistics, we work collaboratively to harness the power of what's possible, then deliver live, on time and on budget.

Our disciplined project management, solid technical solutions and in-depth industry knowledge ensure slick production delivery across all our work.

Our watertight production management drives cost efficiencies, ensuring optimum ROI on client budgets and resulting in a portfolio of creative, beautifully run events that keep our clients coming back.

As an addition to our 360° event service, we also offer creative gifting support, from bespoke ideation to global delivery, helping you ship love and spread your message, data, content or product far and wide in a unique and memorable way.

Whether online, hybrid or offline, our family of event experts will make it epic.

We offer a free creative scoping service in response to any brief to show you what's possible.

## SCOPE

We Are Family London is a leading member of the business community and recognises its corporate responsibilities towards both the environment and the community in its roles as an employer and consumer. We believe in the importance of environmental protection, climate action, and continual improvement. We also believe that the pursuit of best environmental and climate practice makes sound commercial sense.

We recognise that our business activities have direct and indirect environmental and climate impacts, and we endeavour to manage these in a responsible manner.

As a company, we fully acknowledge that we each have a part to play in contributing to environmental improvement and addressing climate change. We readily accept our corporate commitments and will continuously demonstrate responsibility in all environmental, climate, social and community issues.

We are B-Corp certified. B-Corp is a designation that a business is meeting high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials.

### TO ACHIEVE CERTIFICATION, A COMPANY MUST:

- Demonstrate high social and environmental performance by achieving a B Impact Assessment score of 80 or above and passing a risk review.
- Make a legal commitment by changing its corporate governance structure to be accountable to all stakeholders, not just shareholders, and achieve benefit corporation status if available in its jurisdiction.
- Exhibit transparency by allowing information about its performance, measured against B Lab's standards, to be publicly available on its B Corp profile on B Lab's website.

As leaders in the movement for economic systems change, B Corps reap remarkable benefits. They build trust with consumers, communities, and suppliers; attract and retain employees; and draw mission-aligned investors. With recertification required every three years, B Corps are also focused on continuous improvement, including climate action, leading to their long-term resilience.

B Corp Certification is holistic, not exclusively focused on a single social or environmental issue. Achieving and maintaining certification is rigorous and requires engaging teams across the company. Verification involves documentation of business

models, operations, and processes, as well as reviews of public complaints and possible site visits. Recertification ensures these standards continue to be met.

## **ENVIRONMENTAL POLICY**

We Are Family London adopts this environmental policy, embedding climate action into all areas of our operations.

### **Regulation and Legislation**

We Are Family London complies with all local and regional environmental, health & safety, wildlife & countryside, and trading standard regulations. We also commit to aligning with legislation and international standards that address climate change and carbon reduction.

### **Waste Management**

We Are Family London participates in local and regional recycling initiatives and is compliant with all recycling regulations. We reduce waste wherever possible by considering what we buy and how we use it. Non-essential documents and emails will not be printed, and all printing and photocopying is double-sided.

We have established objectives to reduce waste generation, promote reuse and recycling, and lower the carbon emissions associated with disposal. Our company partners with Recorra to manage all company waste in the most sustainable and climate-conscious way.

### **Re-use**

Wherever possible, we extend the life of items such as paper, office stationery, and event furniture and equipment. Scrap paper is reused in printers, for notes, or draft copies. We are committed to reusing packaging wherever possible.

Our partner, Recorra, helps us meet our sustainability goals by giving resources a second life and building a lower-carbon future. They also provide carbon footprint reports annually.

### **Recycling**

We recycle paper, card, glass, tins, toner cartridges, and inkjets. If office furniture or IT equipment is being replaced, We Are Family London ensures that items are reused,

recycled or given to charity. We support social economy organisations where appropriate.

Through Recorra, we transform waste into new products, helping reduce reliance on virgin materials and cutting emissions in line with our climate targets.

## **Energy Conservation in Processing**

We Are Family London has a short-term strategy to reduce energy consumption by using it efficiently at our event sites. For example, lights and equipment are switched on only when needed. Long-term goals include transitioning to renewable energy where practical.

LED lighting has replaced older fixtures in our offices, helping to lower both energy use and emissions. These steps contribute directly to our goal of reducing carbon emissions by 50% by 2030.

## **Packaging**

Where possible, We Are Family London reuses packaging materials and works with suppliers to minimise packaging waste. We prioritise recyclable, compostable, or recycled-content packaging, reducing the emissions associated with production and disposal.

## **Procurement**

We consider the environmental performance of companies in our supply chain and, wherever viable, give preference to products and suppliers with the lowest climate impact. We prioritise fair-trade and environmentally sound goods and pride ourselves on sourcing recycled packaging for our clients' gifting needs.

## **Transport**

We encourage staff to minimise car travel. Where practical, we promote the use of public transport, cycling, or walking, and reduce private vehicle use for commuting and business. For journeys requiring a car, car sharing is encouraged. Shower facilities are provided for those walking or cycling.

In line with new office space planning, we intend to offer the Cycle to Work Scheme to further reduce transport-related emissions.

## **Staff Involvement and Training**

Employees are given the information, instruction, training, and supervision needed to carry out their roles safely and sustainably. Training is predominantly online or done during Tea Trolley sessions, enabling managers to track staff needs.

Employees are encouraged to suggest ideas for waste reduction, energy conservation, and climate action. All contract staff read this policy when signing contracts. Climate awareness is to be embedded into training to ensure all staff understand their role in achieving the 50% by 2030 reduction target.

## **Environmental Disclosure**

We Are Family London promotes this Environmental Policy so that all staff, suppliers, subcontractors, and visitors are familiar with it and act accordingly.

We are committed to transparency about our environmental and climate performance, including reporting progress toward our carbon reduction goals and engaging stakeholders in collective action.

## **Policy Implementation**

The Executive Creative Director (ECD) and Leadership Team (LT) ensure this environmental policy is understood, implemented, maintained, and communicated at all levels of the organisation and with stakeholders. Environmental and climate commitments are integrated into company policies, targets, and decision-making.

These principles are the foundation for our operating plans and sustainability programmes.

## **Review and Updates**

We Are Family London maintains a continuous programme of improvement, guided by Best Practicable Environmental Option (BPEO).

## **Progress will be measured by:**

- Annual carbon footprint assessments.
- Monitoring of energy, waste, procurement, and travel data.
- Regular staff and supplier reviews.
- B-Corp recertification every three years.
- Transparent reporting to clients and stakeholders.
- This ensures accountability and keeps us on track to achieve our goal of reducing carbon emissions by 50% by 2030.

## **Commitment**

We Are Family London Ltd seeks to be a leader of good environmental practice within the events industry.

We are committed to:

- Designing impactful environments that use less without compromising creativity.
- Operating in strict accordance with relevant laws, regulations and professional codes of practice.
- Recognising and protecting natural habitats and environmentally sensitive areas.
- Minimising the impact of our organisation and events on the environment and climate.
- Achieving continual improvement in our environmental and carbon performance.
- Operating transparently and encouraging feedback on our environmental performance.
- Recycling waste wherever possible.
- Educating and training our employees to act in an environmentally and climate-conscious way.
- Working closely with regulatory bodies, environmental organisations, and stakeholders on environmental and climate issues.
- Investing time and creativity into sustainable, climate-positive solutions and designs.
- Above all, we are committed to embedding climate action into everything we do, with the clear and measurable goal of reducing our carbon emissions by 50% by 2030

# SUSTAINABILITY

How do we do it?

↗ **Minimise carbon footprint**  
This is done by ensuring well-considered transport logistics and reducing the number of suppliers we use.

↗ **Sustainable suppliers**  
We source from brands that are dedicated to sustainable practices and use SMBs as and where possible above larger chains.

↗ **Avoid excess production**  
Utilising digital platforms and recyclable materials for event branding where applicable.

↗ **Online guest management**  
We encourage our clients to use our online platform to avoid the need for paper invitations and agendas.

↗ **Digital signage**  
We utilise in-house tech to publish agendas and other signage digitally.

↗ **Positive community impact**  
We source organic food and refreshment, using local suppliers wherever possible to generate a positive community impact and reduce our carbon footprint.

↗ **Community gifting**  
We gift unused event items to local charities, schools and youth clubs in and around London, UK. Last year we donated 30k+ of items.

↗ **Design elements**  
We contribute to the circular economy by re-using design elements where possible, or designing a kit of assets for multiple events.