

we are family.

ISO 14001: Environmental Policy

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WAF10001	01	Sabina Begum (SB)	03/01/2022	First draft
WAF10001	02	Sabina Begum (SB)	20/04/2022	Added Commitments and How we do it.
WAF10001	03	Sabina Begum (SB)	01/12/2022	Cycle to Work Scheme
WAF10001	04	Sabina Begum (SB)	02/02/2023	B-Corp
WAF10001	05	Sabina Begum (SB)	02/01/2024	Update B-Corp wording
WAF10001	06	Sabina Begum (SB)	17/04/2025	Climate Change
WAF10001	07	Sabina Begum (SB)	29/09/2026	ISO 14001:2026, B Lab standards and Simpler Recycling update

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 recognises its responsibilities to protect the environment, meet applicable compliance obligations, address climate change and continually improve environmental performance. We recognise that our activities, products and services can create direct and indirect environmental impacts, and we manage these through our environmental management approach and decision-making.

This policy applies to our employees, contractors and relevant activities undertaken on behalf of We Are Family London, including office operations and event delivery. We will consider environmental aspects and conditions that we can control or influence, taking a life-cycle perspective where appropriate.

B Corp

We Are Family London is a Certified B Corporation, first certified in August 2023. B Corp Certification is administered by B Lab and assesses social, environmental and governance performance.

B Lab introduced updated global standards in 2025. These establish minimum requirements across seven Impact Topics, supported by Foundation Requirements. We will monitor the requirements applicable to our certification pathway and maintain the evidence, governance and improvement activity needed to support continued certification.

Environmental Policy

We Are Family London adopts this Environmental Policy as a framework for environmental management and climate action. We commit to:

- protecting the environment, including prevention of pollution and responsible use of resources;
- meeting applicable legal and other compliance obligations;
- considering climate change, biodiversity, resource efficiency and relevant environmental conditions in planning and decision making;
- setting and reviewing measurable environmental objectives and targets;
- continually improving our environmental management system and environmental performance;
- engaging employees, suppliers, subcontractors, clients and other relevant stakeholders where they can influence environmental outcomes.

Legal Compliance

We will identify, maintain access to and meet environmental compliance obligations relevant to our activities, including applicable waste, recycling, pollution prevention, wildlife and countryside, health and safety, and trading standards requirements.

Compliance obligations and environmental risks will be considered when planning operations and events. Relevant changes in legislation, standards and client requirements will be reviewed and incorporated into our environmental management arrangements.

Waste Management & Simpler Recycling

We reduce waste by considering what we buy, how materials are specified and used, and how items can be reused, donated, recycled or recovered. Non-essential documents are not printed and, where printing is necessary, double sided printing is the default where practical.

For our workplace operations in England, we will comply with the Simpler Recycling requirements applicable to the business. We will arrange waste collection so that required dry recyclable materials, food waste and residual non-recyclable waste are managed in accordance with current legal requirements and our waste collector's arrangements. We will verify that waste carriers used by the business are appropriately registered.

We currently work with Recorra for company waste management and use available waste and carbon reporting to support monitoring and improvement. Supplier arrangements will be reviewed periodically.

Reuse and Recycling

Wherever practical, we extend the life of paper, office stationery, packaging, event furniture, equipment, scenic and design elements. Reusable event assets are retained for future projects where appropriate.

We recycle relevant paper and card, glass, metals, plastics, toner cartridges and inkjets through the waste streams available to us. When office furniture or IT equipment is replaced, we seek reuse, responsible recycling or donation routes where appropriate.

Energy Efficiency

We seek to reduce energy and resource consumption in our offices and at event sites. Lights, equipment and temporary installations are operated only when needed, and efficient technologies are preferred where practical. LED lighting is used in our office environment.

We will consider renewable energy, lower carbon power options and resource efficient production methods where these are practicable and within our control or influence.

Packaging and Materials

We aim to avoid unnecessary packaging and favour reusable, recyclable, compostable or recycled content materials where suitable. For event branding and production, we consider digital alternatives, reusable systems and recyclable materials to reduce single use production.

Procurement and Supply Chain

Environmental performance is considered when selecting products and suppliers. Where viable, we favour suppliers and materials with lower environmental and climate impacts, including recycled content and responsibly sourced products.

We will use supplier engagement and project planning to reduce unnecessary transport, packaging, material use and waste, while maintaining appropriate quality, safety and client requirements.

Transport and Logistics

We encourage employees to minimise unnecessary car travel and to use public transport, cycling or walking where practical. Car sharing is encouraged when car travel is necessary. We also seek efficient event logistics and supplier consolidation to reduce transport related impacts.

Cycle to work support and other lower carbon commuting measures will be maintained or reviewed in line with the facilities and benefits available to employees.

Carbon Reduction

We will measure and review our carbon footprint periodically, using an appropriate and consistent methodology, to identify opportunities to reduce greenhouse gas emissions and improve our carbon performance. Where appropriate, measurable carbon reduction objectives and targets will be established, monitored and reviewed as part of our Environmental Management System.

Biodiversity

We seek to avoid or minimise harm to natural habitats and environmentally sensitive areas. Where projects may interact with sensitive sites, local conditions, client requirements and relevant legal obligations will be considered during planning and delivery.

Staff Engagement & Training

Employees and relevant contractors will receive information, instruction and training appropriate to their roles so that environmental requirements can be implemented effectively. Climate and environmental awareness will be included in relevant induction, contract and internal training activity.

Employees are encouraged to identify opportunities to reduce waste, energy and resource use and to improve environmental outcomes in our office and event operations.

Environmental Communication

This policy will be communicated to employees and made available to relevant suppliers, subcontractors, clients, visitors and other interested parties as appropriate.

We are committed to credible and proportionate communication about environmental performance. Environmental claims will be supported by appropriate evidence, and progress against environmental objectives will be reviewed and communicated where relevant.

Roles & Responsibilities

The Executive Creative Director and Leadership Team are responsible for ensuring that this policy is established, communicated, implemented and reviewed. Managers and project leads are responsible for applying relevant environmental controls within their areas of responsibility.

Environmental considerations will be integrated into business planning, procurement, project delivery and relevant operational decisions. Responsibilities, objectives and actions will be assigned and monitored through the company's environmental management arrangements.

Monitoring, Measurement & Continual Improvement

We will monitor environmental performance using information appropriate to our activities and objectives. This may include:

- annual carbon-footprint assessments and emissions data;
- energy and resource consumption where data is available;
- waste volumes, recycling information and waste contractor reports;
- procurement and supplier information;
- business travel and event logistics data;
- progress against environmental objectives and action plans;
- staff, supplier and stakeholder feedback;

- internal review, corrective actions and relevant certification requirements.

Performance will be reviewed to identify trends, risks, opportunities and corrective actions. Environmental objectives will be updated where necessary to support continual improvement.

Review and Updates

This policy will be reviewed at least annually and sooner where there is a significant change to legislation, ISO 14001 requirements, B Lab standards, business activities, environmental risks, company objectives or stakeholder expectations.

ISO 14001:2026 is the current edition of the environmental management systems standard. We will review our environmental management arrangements against the current standard and any transition requirements relevant to our certification status or intended conformity claims.

Commitment

We Are Family London seeks to demonstrate good environmental practice within the events and creative production industry. We are committed to:

- designing impactful environments that use resources efficiently without compromising appropriate creative outcomes;
- meeting applicable compliance obligations and professional requirements;
- protecting natural habitats and environmentally sensitive areas;
- minimising adverse environmental and climate impacts from our organisation and events;
- continually improving environmental and carbon performance;
- preventing pollution and reducing waste through avoidance, reuse and recycling;
- supporting circular economy approaches through reuse, repair, donation and responsible material choices;
- educating and engaging employees and relevant partners;
- working constructively with clients, suppliers, regulators and environmental organisations;
- investing time and creativity in practical lower-impact solutions and designs.

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 seek to **source responsible** food and refreshments, using local suppliers where practical.



Community gifting

We **gift** unused event items to local charities, schools and youth clubs in and around London, UK. We donate suitable unused event items to local charities, schools, youth clubs and community organisations where practical



Design elements

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

Signed	
Name	Poppy Reeve-Tucker
Date	08th October 2026