

10Eighty Sustainability Policy

Policy Statement

At 10Eighty, sustainability encompasses both environmental responsibility and social value, reflecting our role as a people consultancy. To define sustainability, we use the definition provided by the United Nations Brundtland Commission: "meeting the needs of the present without compromising the ability of future generations to meet their own needs".

We understand the importance of operating in an environmentally and socially responsible manner that reflects our organisational values and purpose.

This policy sets out our approach to environmental responsibility and social value across our organisation, including how we operate, deliver our services, and work with stakeholders including clients, coaches, mentors and suppliers.

Our approach is underpinned by the United Nations Sustainable Development Goals (SDGs), particularly:

- SDG 4: Quality Education
- SDG 8: Decent Work and Economic Growth
- SDG 12: Responsible Consumption and Production
- SDG 13: Climate Action

We use these goals as a guiding framework to ensure our business contributes positively to society. We consider these goals to be the areas where our business is most able to make a meaningful contribution.

Our Commitment

As a people consultancy, we recognise that our greatest impact may be indirect. Through our work, we are committed to:

- Continuing to reduce our environmental impact through the actions detailed in this policy.
- Supporting sustainable behaviours through the way we work with clients, coaches, mentors and suppliers.

As at the time of writing this policy, we have not set forward-looking environmental or social targets. As the business continues to grow, we will look to calculate our environmental footprint across Scope 1, 2 and 3 (where possible) emissions, and establish measurable targets, through using industry guidelines and best practice.

That said, we understand that we have an important role to play in combating climate change and contributing to the wider UN SDGs such as Quality Education. The below section details the actions we are taking.

How we reduce our impact

Our approach focuses on the areas where we can make the most material difference. These areas are outlined below.

Ways of working, travel and emissions

- Operating as a remote-first and hybrid business to reduce and minimise business travel wherever possible.
- Using co-working spaces when in-person work is required, rather than maintaining permanent offices.
- Prioritising public transport over private car use, where in-person coaching, mentoring or learning is required.

Digital-first operations

- Using digital documentation, contracts and learning materials and avoiding printing unless absolutely necessary.
- Considering data efficiency and digital sustainability when selecting systems and platforms, and encouraging responsible use of digital tools.

Responsible procurement

- Selecting suppliers and partners who demonstrate responsible business practices.
- Choosing products with lower environmental impact where feasible.

Education and social value

- Continuing to deliver quality coaching and mentoring to our clients on topics such as inclusive leadership.
- Commitment to Equality, Diversity and Inclusion (EDI) through our EDI policy.
- Provide training to all coaches and mentors at 10Eighty about the sustainability and EDI policy.
- Continue to support social clauses, on a yearly basis, that are important to our organisation.

Governance and Review

Responsibility for this policy sits with the leadership team at 10Eighty, who are accountable for its implementation and review. The policy will be reviewed at least annually to ensure it remains relevant and effective.