

# Sustainability Policy (2023)

## Statement

Twenty7tec believes that we have a responsibility to help create a sustainable future. We look to exhibit responsible behaviour in everything we do, particularly with regards to driving a business strategy incorporating environmental and social considerations.

We recognise that the trust and confidence of our clients, partners, and customers is critical to our sustained success. That is why we have created a culture underpinned by our commitment to doing the right thing for our employees, our communities, and the environment.

## Intention

It is the intention for Twenty7tec to drive and maintain change by implementing actions that provide a considered, responsible approach to social and environmental sustainability.

## Environmental Commitments

- Twenty7tec operates a hybrid business structure, centred around our workspace in Bournemouth. This allows our team to work at convenient locations and avoid excess travel.
- We only purchase recycled or recyclable stationery, minimising our impact on the planet. We use wood and paper only from sustainable sources where available and try to avoid physical stationery and printing wherever possible.
- All of our cleaning products are natural, biodegradable, and purchased in quantities to minimise deliveries and packaging.
- We use low energy appliances wherever possible.
- Twenty7tec runs an annual tree planting activity each year, planting at least 1 tree per employee in the business.
- Our products and services are delivered with no physical goods production or transportation.

## Social Commitments

- We make sure our team members enjoy their work by providing opportunities, social occasions, development, and flexibility.
- We allow all employees to work with flexibility, mixing office work and working from home.
- We use local suppliers where possible to reduce our carbon footprint.
- We comply with all equal opportunities laws and regulations, and run diversity & Inclusion forums to monitor and educate.