

Studio Republic Sustainability Policy

Studio Republic deliver their services with diligence, social responsibility and with minimal unnecessary environmental harm. These services inspire and enable their team and their clients to implement solutions that enhance lives and/or protect the environment.

Scope:

This policy applies to all employees of Studio Republic, and covers activities in the primary buildings in Winchester, as well as any other secondary location at which a member of the Studio Republic team must represent the business.

Our Sustainability Statement:

Studio Republic is committed to acting with social responsibility, maximising its positive impact and minimising its negative impact on society, the community in which it is based, and the wider environment. This commitment is reflected in Studio Republic's Mission Statement which outlines that:

"Studio Republic deliver their services with diligence, social responsibility and with minimal unnecessary environmental harm. These services inspire and enable their team and their clients to implement solutions that enhance lives and/or protect the environment".

And is mirrored by Studio Republic's Core Values: Ethics, Innovation, Passion and Trust.

We are dedicated to building sustainability and social responsibility considerations into all of our processes and operations, and to working closely with local partners and clients to enhance the social, cultural and economic well being of the community in which we reside.

Studio Republic takes its responsibility for the environment seriously, and understands the need to respond to the challenges we face globally around issues such as those outlined in the United Nations' Sustainable Development Goals.

Studio Republic seeks to respond to these issues by leading in environmental sustainability within the industry, reducing its direct and indirect negative environmental impact (both looking within the organisation and at its supply chain), contributing towards social good, as well taking the opportunity to embed sustainability education within the organisation and lead in industry specific sustainability related research projects. There are also opportunities to embed sustainability principles and practices into the business plans of Studio Republic's clients, through the long-term plan to offer sustainability consultancy as part of the service offering.

In terms of social responsibility, there are wide-reaching implications for how employees are respected and supported, for relationships with the local community and for how we engage with our clients and practice business.

Why a Sustainability Policy?

Every day we make choices; from what brand of coffee we drink to deciding where we source our energy. But what effect do these choices have on the world around us?

At Studio Republic, we believe that these everyday choices are our chance to make a change; a change for good. We use our moral compass to guide us. We keep it simple, we keep it kind, and we make a difference.

We committed to implementing a sustainability policy to ensure steps were being taken and would continue to be taken by the company and its employees in the way of promoting a sustainable future for not only the business, but for the communities and environments in which we live too. This sustainability policy outlines our initial commitments to social and environmental issues that we face as an industry, and also globally, as well as outlining the everyday actions which we live by at Studio Republic.

Underpinning Principles:

Protect the environment; create an empowered culture; impact local, national and international communities/environments positively; support and promote good people, including charities/NGOs, who do good in the world; reduce our impact on the planet through waste reduction and carbon & energy management.

Charitable Contributions:

As part of our commitment to doing good and helping others and the environment, Studio Republic intends for all of its charitable contributions to go towards the betterment of society, communities, individuals and the environment.

Volunteer / Pro-Bono services:

Employees are encouraged to volunteer for the community each year by the company offering up to 2 days (15 hours) paid volunteering work within office hours. Additionally each year, at the discretion of the Directors, the Studio offers its services out on a pro-bono basis to support in-need organisations and businesses.

Priority Areas:

Carbon neutrality; work towards contributing to UN sustainable development goals; waste management/reduction; community and staff engagement; transparency; outreach within the business community; promoting the benefits that come with implementing sustainability practices within your business amongst our community and clients.

Key Impacts:

Energy consumption; resource & waste management; water use; education/skill sharing.

Supporting Approaches:

Sustainable travel; green energy & carbon management; sustainability in the supply chain; partnership & engagement.

Sustainability Aims:

- To maintain our carbon neutral status as a company, and continue to monitor and assess the amount of greenhouse gases we produce year on year. We have set ourselves annual reduction targets, which we aim to meet.

- To continue to donate to charitable causes through carbon offsetting schemes, without allowing carbon offsetting to become a barrier to achieving the complete reduction of carbon emissions to zero company wide.
- We commit to following our waste reduction policy by monitoring and reducing our waste output (both general and recyclable waste) and setting reduction targets.
- To monitor the amount of single-use plastic Studio Republic creates through the EcoBrick scheme with a view to reduce our consumption of single-use plastic.
- Take steps to maximise our energy efficiency within the Studio, and measure, monitor and assess this through annual reporting with the review of meeting our energy reduction targets.
- To review the Studio Republic Sustainability Report annually during board reviews.
- Engagement and education: Studio Republic will continue to educate and engage our staff, local community and business communities in subjects relating to sustainability.
- To contribute towards the betterment of society and the environment through volunteering staff and studio hours to causes chosen by team members and the company as a whole.
- To continue to work with charities, not-for-profits, NGOs and local businesses to foster positive change and development within our local communities.
- Offer Sustainability consultancy to our clients to foster change on a grander scale.
- Strive to be transparent about all of our practices, and make available company policy, information and supply chain details to staff, clients and the public wherever possible.
- Ensure that staff are engaged and satisfied with their work and work environment, and take steps to promote the wellbeing of said team members.
- Continue to report against our sustainability targets annually through the publication of our annual Sustainability Report which is made available to the public.

This policy was agreed upon on 19th February 2019 and will be reviewed annually by the Sustainability Team and Board of Directors.

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