



Marshall Creative Environmental and Sustainability Policy

1. Purpose and Scope

Marshall Creative is committed to conducting business in a manner that demonstrates environmental responsibility and sustainability. This Environmental and Sustainability Policy outlines our commitment to minimizing our environmental impact, promoting sustainable practices, and contributing positively to the communities in which we operate.

2. Objectives of Environmental and Sustainability Policy

- Environmental Stewardship: Demonstrate responsible stewardship of the environment by minimizing our ecological footprint.
- Sustainable Practices: Integrate sustainable practices into our business operations to promote long-term environmental and social well-being.
- Compliance: Adhere to all applicable environmental laws, regulations, and standards.

3. Responsibilities

- Management: Leadership at Marshall Creative is responsible for providing the necessary resources, support, and oversight for the implementation of environmental and sustainability initiatives.
- Employees: All employees are responsible for actively participating in environmental and sustainability efforts, following sustainable practices, and suggesting improvements.

4. Environmental Impact Assessment

- Conduct regular assessments of the environmental impact of our operations.
- Identify areas for improvement and implement measures to reduce negative environmental effects.

5. Energy Efficiency and Conservation

- Implement energy-efficient practices to minimize energy consumption.
- Explore and invest in renewable energy sources to reduce dependence on non-renewable resources.

6. Waste Management

- Establish waste reduction and recycling programs to minimize the generation of waste.
- Properly dispose of hazardous materials in accordance with environmental regulations.



7. Water Conservation

- Implement water conservation measures to reduce overall water consumption.
- Regularly monitor water usage and identify opportunities for further conservation.

8. Sustainable Procurement

- Prioritize suppliers and vendors with strong environmental and sustainability practices.
- Source products and materials from suppliers committed to ethical and sustainable production.

9. Carbon Footprint Reduction

- Set targets for reducing carbon emissions from company operations.
- Invest in initiatives and technologies that contribute to carbon footprint reduction.

10. Biodiversity and Ecosystem Protection

- Implement measures to protect local biodiversity and ecosystems.
- Avoid activities that may harm natural habitats and wildlife.

11. Employee Engagement and Training

- Engage employees in sustainability initiatives and encourage their participation.
- Provide training on environmentally friendly practices and the importance of sustainability.

12. Community Engagement

- Actively participate in and contribute to local community environmental initiatives.
- Collaborate with community organizations to address shared environmental concerns.

13. Reporting and Communication

- Regularly report on environmental performance and progress toward sustainability goals.
- Communicate environmental policies and achievements to employees, clients, and stakeholders.

14. Continuous Improvement

- Establish a continuous improvement process to regularly review and enhance the effectiveness of environmental and sustainability initiatives.
- Encourage innovation and the adoption of new technologies for sustainable practices.



15. Review and Revision

This Environmental and Sustainability Policy will be reviewed periodically to ensure its continued relevance and effectiveness. Necessary revisions will be made to adapt to changes in laws, regulations, and industry best practices.

This Environmental and Sustainability Policy reflects Marshall Creative's commitment to conducting business in an environmentally responsible and sustainable manner, striving to make a positive impact on the environment and communities in which we operate.

Signed
Darren Marshall [DIRECTOR]

21st Jan 2024