

UK MUSIC SUSTAINABILITY POLICY

MONITORING SCALE

- Poor: Little to no effort or progress towards environmentally sustainable practices. Significant negative impact on the environment.
- Below Average: Some effort made towards environmentally sustainable practices, but still room for improvement. Minimal positive impact on the environment.
- Average: Moderate effort made towards environmentally sustainable practices, with some positive impact on the environment.
- Above Average: Significant effort made towards environmentally sustainable practices, with notable positive impact on the environment.
- Excellent: Exceptional effort made towards environmentally sustainable practices, with significant positive impact on the environment.

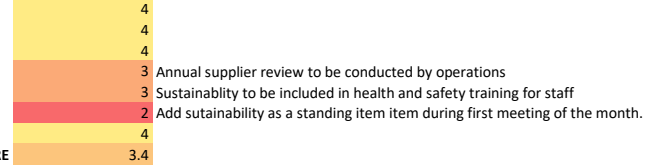


Anything below a 3 to include an action on how to improve it in the next year.

MONITORING AND IMPROVEMENT

- We will comply with and, where possible, exceed all relevant regulatory requirements.
- We will continually improve and monitor environmental performance.
- We will continually improve and reduce environmental impacts.
- We will incorporate environmental factors into business decisions.
- We will increase employee awareness through training.
- We will review this policy and any related business issues at our management meetings.
- We will engage with Work.Life on the office policies they implement which impact UK Music's environmental performance.

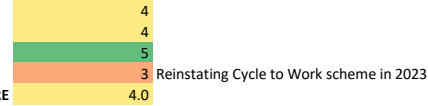
Review 22/04/2023 Notes for improvement



MONITORING AND IMPROVEMENT SCORE

TRANSPORTATION

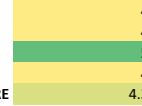
- We will reduce the need to travel, restricting to necessity trips only.
- We will encourage environmentally friendly travel options where possible, such as choosing train over air travel and public transport over driving.
- We will promote the use of travel alternatives such as e-mail, video, or phone conferencing.
- We will make additional efforts to accommodate the needs of those using public transport or bicycles. This includes promoting our Cycle to Work scheme.



TRANSPORTATION SCORE

PAPER

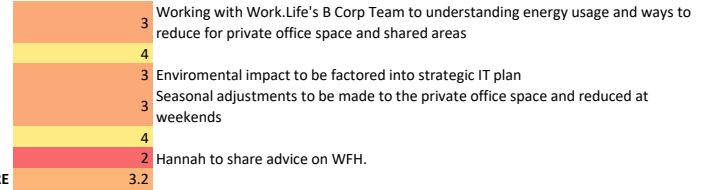
- We will minimise the use of paper in the office.
- We will reduce packaging as much as possible, including when ordering goods or reports.
- We will seek to buy recycled and recyclable paper products.
- We will reuse and recycle all paper where possible.



PAPER SCORE

ENERGY AND WATER

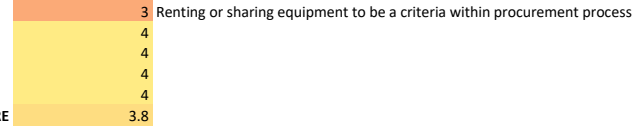
- We will seek to reduce the amount of energy used as much as possible.
- We will ensure staff switch off monitors and laptops at the end of the day.
- We will consider the environmental impact of how we save and store documents.
- Heating will be adjusted with energy consumption in mind.
- The energy consumption and efficiency of new products will be taken into account when purchasing.
- Staff will be given advice on how to work from home in an environmentally friendly manner.



ENERGY AND WATER SCORE

OFFICE SUPPLIES

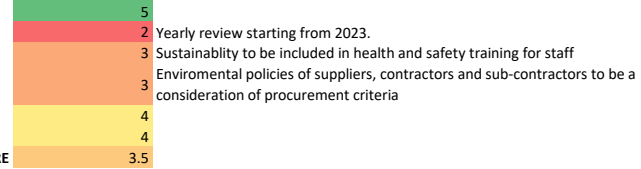
- We will evaluate if renting or sharing is an option before purchasing equipment.
- We will evaluate the environmental impact of any new products we intend to purchase.
- We will favour more environmentally friendly and efficient products wherever possible.
- We will reuse and recycle everything we are able to.
- Cleaning materials used will be as environmentally friendly as possible.



OFFICE SUPPLIES SCORE

CULTURE

- We will involve staff in the implementation of this policy, for greater commitment and improved performance.
- We will update this policy at least once annually in consultation with staff and other stakeholders where necessary.
- We will provide staff with relevant environmental training.
- We will work with suppliers, contractors and sub-contractors to improve their environmental performance.
- We will use local labour and materials where available to reduce CO2 and help the community.
- We will signpost and assist members with their own internal, environmental policies



CULTURE SCORE

OVERALL SCORE

