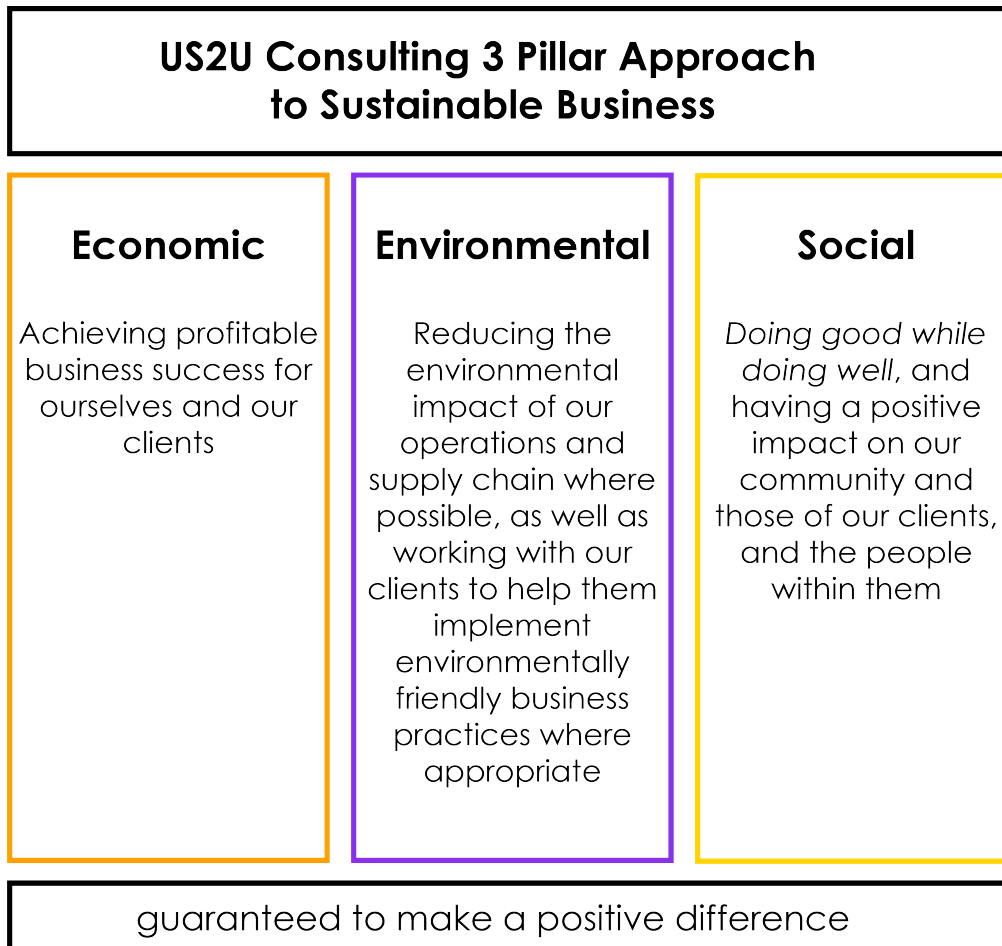


Sustainability Policy 2021

US2U Consulting Ltd is committed to following sustainable business practices, and ensuring that its operations take into account the impacts on the environment and our communities.

As a core component of sustainable business practice, we recognise that environmental protection is the collective responsibility of government, business, individuals and communities.

Our company's approach to "guarantee to make a positive difference" is a commitment to 3 pillars of sustainable positive impact – Economic, Environmental and Social:



This 3-pillar approach incorporates our company policy commitments in other areas of our business, including our [Anti-Slavery Policy](#) and our pioneering commitment to 2021 campaign [Change The Race Ratio](#) as part of our Diversity Policy, aimed at achieving greater racial diversity across businesses in the UK. In March 2021 we also signed up to the [SME Climate Hub](#), which aims to help businesses to curb emissions in line with the UN's Race to Zero Campaign, and gain a competitive advantage while doing so.

To achieve our sustainability commitments, we will:

- Ensure that all relevant environmental legislation and regulation is applied
- Strive to continuously improve our environmental performance and integrate recognised applicable best practice into our business operations, in line with the UN's Race to Zero Campaign – aimed at achieving net zero carbon emissions by 2050
- Manage waste generated from our business operations according to the principles of reduction, reuse and recycle
- Operate the business in an environmentally-sensitive and energy-efficient manner
- Stay engaged and up to date with the latest social issues, to ensure we remain well placed to make a positive societal impact through our work and that of our clients
- Support movements to achieve positive social change where appropriate, and where US2U Consulting's competencies can make a positive difference – eg committing to the 2021 [Change the Race Ratio](#)
- Encourage our clients to adopt environmentally-friendly and socially-responsible practices throughout their organisation
- Raise the awareness of staff so that everyone may be involved

The policy applies to all employees, associates and functions throughout the company. The full participation of everyone is expected and necessary in order to meet the commitments set forth in this policy.

Rachel Blackburn
Director
March 2021

