

## Carbon Reduction Statement

**After becoming a fully remote organisation in 2020, Working Voices has committed to achieving net zero by 2050 at the latest. Over the past three years, we've redesigned our operations from the ground up to minimise our environmental impact.**

By eliminating daily commuting and office energy use, we've significantly reduced our carbon emissions. We further support carbon reduction by prioritising virtual sessions over face-to-face delivery for coaching and training, and where possible, client meetings. But we don't stop there. Our staff handbook encourages our team to select environmentally responsible suppliers, and to adopt sustainable home-working practices. Whilst maintaining flexibility and collaboration, we strive to continuously improve our environmental performance.

## Carbon Reduction Plan

### **No corporate premises**

Because Working Voices doesn't operate from physical premises, our fully remote structure enables us to significantly reduce our carbon footprint by eliminating daily commutes, reducing energy consumption, and minimising business travel. As a virtual organisation we are committed to building on this foundation by making conscious choices in how we work, travel, and procure services. We are publicly committed to achieving net zero by 2050.

### **Remote operations = reduced emissions**

Working from home avoids the emissions associated with commuting and running corporate office facilities. We encourage team members to adopt energy-efficient practices at home, by using renewable energy providers, switching off devices overnight, and via the use of smart thermostats.

### **Low or no-carbon travel policy**

We prioritise virtual meetings and training delivery, thereby minimising business travel. When travel is essential, for example a client has specified they want in-person client workshops, we encourage our trainers to use public transport where feasible.

**Digital sustainability**

We endeavour to choose cloud and software providers with strong carbon-neutral or renewable energy commitments such as Google Cloud, Microsoft, and AWS. To reduce our digital carbon footprint, we avoid unnecessary data storage or duplication.

**Green procurement**

Team members are encouraged to prioritise working with suppliers who share our environmental values, and to prefer vendors who offer carbon-neutral or low-impact services.