

Reduce, Reuse, Recycle: =mc's Environmental Commitment

The Management Centre (=mc) is an international management consultancy working to transform the performance of not-for-profit organisations. We are based in London, but travel in the UK and worldwide to carry out our business. As a committed social enterprise we are determined to promote environmental good practice and reduce our direct impact on the environment.

With expert external help we have for the last two years undertaken an audit of our impact and identified our most significant impacts as: emissions from electricity and flights, general waste, hazardous waste from IT equipment, and paper consumption.

In our environmental practice for 2010 we have chosen to focus on reducing the impacts of our London office and international travel.

The Business Planning Group (BPG) at =mc has agreed a plan and the Practice Manager is responsible for implementing it. We have agreed to provide the resources needed to make the plan happen. We will review our performance at least annually and include discussion of it in the =mc business plan.

Key Actions

Our key actions for 2010 are to:

- continue to use electricity in the office entirely **provided through renewable sources** from an approved supplier
- **reduce energy consumption** – ensuring full staff awareness of the importance of reduced electricity use and organising spot checks on equipment use, especially office heaters
- where we have to travel internationally we will **offset carbon emitted through flights** – accepting that this is not a solution
- **reduce international travel:** we will support and develop our network of international partners and maximise use of virtual communications to reduce travel
- encourage staff to use **trains and other forms of public transport** when travelling to UK or European venues or customer meetings
- reduce the amount of **work waste produced** – actively encouraging the recycling of office waste such as paper and plastics
- enabling staff to reduce their **domestic environmental impact** – actively encouraging them to bring in waste plastic, batteries etc. for =mc to recycle
- ensure **sustainable procurement** - specifically to use companies who share our environmental commitment as suppliers
- communicate these ideas so that all **staff are environmentally aware** – through induction sessions and regular training/briefings

Engagement in the wider world of business

We are also committed to **raising the issue of environmental awareness more generally** in society and among other businesses. We are signatories to the **10:10 initiative** to reduce carbon impact by 10% in 2010 <http://www.1010uk.org/> and members of the **Cambridge Sustainability Network** <http://www.cpi.cam.ac.uk>.

Throughout 2010 and beyond we will assess our progress by monitoring all our significant impacts annually.

Communication

We will communicate our approach to all relevant stakeholders.

Internal communication of the environmental policy:

- The environmental policy will be made available to all staff as part of the staff handbook and displayed in the office
- All staff will be asked to demonstrate commitment to environmental action in their performance reviews and supervisions
- The policy will be published on the **=mc** server and be accessible. (Company: Environmental Management System/environmental policy)

External communication of the environmental policy:

- The environmental policy will be **publically available** on the **=mc** website within the CSR section so that visitors will be able to feedback to us on our policy and action – holding us to account
- We will be open to **questions and challenges** from customers and suppliers on ways to improve our environmental performance. We will act on those challenges where we can

Date: 26.01.10

Review date: 26.01.11

Bernard Ross and Clare Segal, Directors, =mc