

## Environmental Strategy

### **We manage, measure and make every effort to minimise our environmental impacts**

Resource efficiencies drop straight to our bottom line, and the benefit can be shared with our clients and shareholders. While Love Success is a low-impact organisation, we recognise that evaluating and managing our environmental risks positions us better to ensure continuity of service. Existing and potential employees are increasingly interested in and supportive of our performance in this area.

#### **How we manage this**

Julia Vassie and Jane Atherton, Co-founders, have overall responsibility for managing our impacts on the environment. We operate a robust environment management system across the Group, with a comprehensive environment policy. This allows us to monitor and manage our impacts and improve our performance.

Our environmental management system is facilitated internally and encouraged through monthly meetings with our employees.

### **We are committed to cutting waste and encourage recycling**

Our aim is to reduce the overall levels of waste we produce and increase recycling across the Group. All residual waste at Love Success is burned to generate green power for London Homes.

We encourage employees to use paper wisely, only printing where necessary. We have Group-wide recycling schemes for specific waste streams: paper, redundant IT equipment and consumables such as printer cartridges.

We aim not only to reduce our environmental impacts but to extend our influence with our employees, encouraging behavioural change and rewarding ideas in our monthly employee award scheme. We also work with our client and suppliers to assist them to reduce their environmental impacts. For example, when implementing new systems for clients we focus on removing redundant processes and replacing paper-based services with online services, where possible. This not only reduces environmental impacts but also reduces costs and improves our clients' services.

### **We are actively committed to reducing our carbon emissions**

We are already a low-carbon intensity business, but we recognise that seeking further reductions in our carbon emissions is important to our stakeholders and helps us to be a more efficient business. We are therefore committed to managing our impacts, particularly our two main impacts: energy use in our offices and business travel.

#### **Business travel management**

With business travel we encourage our employees to use alternatives to car travel by promoting the use of public transport and providing season ticket loans and oyster pre-paid cards for Tube and Bus travel. We encourage our employees to participate in our cycle to work scheme.