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**TRUE GB Ltd Environmental & Carbon Policy**

* A significant part of our own internal move to sustainability and specifically our environment commitment we have adopted a hybrid working model (remote working style) that has resulted in environmental impact for both our organisation and our clients.
* Implementing a hybrid working policy and prioritising remote counselling / work has significantly decreased the number of transport journeys by employees – estimated offset over 20 metric tons of CO2e.
* We have made a commitment to reduce our carbon footprint and to achieve Net Zero by 2025, as well as taking our clients on this journey.
* We also reuse and recycle materials wherever possible including Paperless Offices.
* Take practicable steps that can reduce our energy consumption.
* Ensure we avoid the use of hazardous and harmful products wherever possible.
* Pursue a policy of engaging with Framework organisations to enhance our understanding of what needs to be done to calculate our carbon footprint and address its reduction.
* Continually re-educate our staff to achieve our objective in their everyday work.

**What is Net Zero Carbon?**

TRUE GB Ltd has made a commitment to reduce their carbon footprint and to achieve Net Zero carbon by 2025.

According to netzeroclimate.org, Net Zero refers to a state in which the greenhouse gases going into the atmosphere are balanced by removal out of the atmosphere. This is the state where global warming effectively stops, which has increasingly become a priority for TRUE GB Ltd and many other companies in recent years. The first step TRUE GB Ltd has taken to achieve this status was the identification of target emissions for the coming years until the company reaches net zero, which is essential for tracking progress and remaining on target.

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