

# Sustainability

## V.1 February 2022

### 1. Introduction

- 1.01 WCBS understands the importance of sustainability and is committed to business practices that are both environmentally and economically responsible.
- 1.02 This policy sets out how we can reduce our impact on the environment, foster sustainability in our community and economy, and empower our employees to make sustainable choices.
- 1.03 This policy applies to all WCBS employees.
- 1.04 This policy does not form part of any contract of employment and may be amended at any time.

### 2. Environmental responsibility

2.01 Being a software company, our environmental impact is relatively low compared to many other types of businesses. However, we know that there are always choices that we and our employees can make to lower our impact on the environment, and we encourage everyone to think about how we can reduce, reuse, and recycle in our day-to-day activities.

#### 2.02 Reduce

- (i) Almost everything our employees need to do their jobs can be stored, accessed, and shared digitally, reducing the need for printing, paper, and other material resources.
- (ii) Where possible we encourage meetings and training to be held remotely to reduce the need for travel and therefore reducing our carbon footprint.
- (iii) When travel is needed, employees are encouraged to use public transport where possible.
- (iv) In the office, timers can be utilised for the air cons systems so that they are not using energy out of hours, and lights and other equipment should be shut off when not in use.

#### 2.03 Reuse

- (i) One-use items such as plastic cups, disposable cutlery, paper plates etc are avoided wherever possible. WCBS provides cups, crockery and cutlery for employee use.
- (ii) We keep any packaging materials that we receive, such as boxes and bubble wrap, and reuse them when sending out our own marketing materials.

#### 2.04 Recycle

- (i) Paper and cardboard recycling facilities are available in our office spaces.
- (ii) Old equipment, such as phones, laptops, monitors etc. are recycled via a third-party company.
- (iii) We prioritise items made from recycled materials in the creation and selection of marketing materials, corporate gifts, and office stationery.

### 3. Economical responsibility

3.01 WCBS understands that sustainability is not just about environmental issues, but also social issues, which is why we are committed to being a socially responsible employer.

## 3.02 Community

- (i) Wherever possible, we support independent companies when choosing our suppliers. Our catering, cleaning and laundry, office and facilities suppliers are local businesses, meaning less travel, reduced carbon footprint, and money invested back into our local economy.
- (ii) We run apprenticeship programmes with local colleges to help give young people their start in the tech industry.
- (iii) We participate in local programmes for environmental initiatives such as the Eco Brick campaign.
- (iv) Every year our employees choose a charity to support to be our designated 'Charity of the Year', with all fundraising going to that charity.

## 3.03 Employees

- (i) We provide a safe and pleasant working environment for our employees and create a sense of wellbeing through championing diversity, equality and inclusion, prioritising health and safety, and empowering our employees in their day to day activities.
- (ii) Hybrid working is encouraged, allowing employees the flexibility to work from home when needed to accommodate childcare and other life events, whilst still seeing the benefits of social interaction and collaboration when in the office.
- (iii) We believe flexible working increases motivation, decreases stress, and promotes a healthy work-life balance, which is why we are committed to flexible working patterns wherever possible.
- (iv) We invest in our employees' futures and careers by providing learning and development opportunities such as apprenticeships, training towards qualifications, and demonstrating clear career progression throughout the company.

## 3.04 Customers

- (i) In the last 3 years we have invested £6m into our product set to deliver next generation, cloud native systems to achieve a 10x better user experience for our customers.
- (ii) These products require only 10-20% of the training that a traditional MIS usually requires, saving our customers time and money.
- (iii) Our efficient and easy to use products also create incremental savings in completing daily tasks, reducing dependency and maintenance of servers, data backups, installations and updates.
- (iv) With continued investment in our product set, we are creating cutting edge software that future proofs systems in the independent education sector.

## 4. Partnerships

4.01 WCBS is proud to work with partners who are equally dedicated to sustainability. One of our longest partnerships has been with Amdaris, who has recently announced the development of a new client-dedicated forest in the Republic of Moldova. This effort has seen Amdaris purchasing and planting trees on pieces of land dedicated to each of their clients, including 30 square metres of forest planted in the name of WCBS.