

SUSTAINABILITY POLICY

Love Zero Scotland Ltd is a social enterprise that focuses on promoting and enabling sustainability and waste prevention in the workplace. We are based in Edinburgh, Scotland and provide coaching, consulting, workshops, talks, online content, community and campaigns to fulfil our aims. We are committed to giving 50% of profits to environmental charities (particularly related to ocean pollution cleanup and tree planting).

Sustainability – Environmental, Social and Economic – is our principal core value and we are committed to allowing it to influence every area of the business; both internal and external. We therefore value environmentally sustainable operations and management, sustainable employment and hiring practices, sustainable revenue generation, and sustainability in customer relations, public engagement, charitable impacts, and partnerships. In all these areas we endeavour to live our values and lead by example.

Other core values stem from the first one and are:

Integrity, Transparency, Simplicity, Warmth & Empathy, Empowerment.

ADDRESSING KEY IMPACTS

The Key Impacts of Love Zero currently are:

- Unethical banking – HSBC is not an ethical bank and contributes directly and indirectly to climate change as well as social and economic inequality. They were chosen purely for the free business banking period and we currently can't afford to change to a more ethical provider while in startup. However, as soon as we reach a stable income and the end of the free banking period, we will be moving to a better provider.
- Emissions from internet usage & hosting – currently unquantified and assumed to be the average. Again, initial choices were made on what was affordable and possible for a solopreneur to work with until established, and will be revisited. In the meantime, Love Zero plants 1 tree every month to help mitigate these (and further) impacts until they can be solved.
- Packaging for consumables – although we try to avoid all we can, there are still items that slip through, especially when ordering online. We will try harder to find the right suppliers and avoid more packaging than ever. We will continue to find recycling solutions for everything we possibly can.
- Supply chain opaqueness – for many products and services, we do not know where they have come from or the extent of their supply chain and waste streams. We will do more research into our providers to enable a more informed choice.
- Travel & resources for workshops – for both facilitators and attendees. We are working on digital delivery solutions for this, to eliminate the need to travel and increase convenience.

BUSINESS AIMS FOR THE NEXT YEAR

The Sustainability Aims of Love Zero for the next year are:

ECONOMIC

- To establish a sustainable economic foundation for Love Zero, and prove the business model.
- To earn enough money to cover operation costs and pay a modest salary to our Founder.
- To generate profit and start contributing to our social and environmental causes.

ENVIRONMENTAL

- To plant at least 1 tree every month to help to mitigate the unquantified emissions of doing business.
- To continue to keep our resource use to a minimum.
- To contribute to charities in ocean cleanup and reforestation.
- To replace products with more sustainable options when they run out.
- To work harder than ever to avoid packaging and find the right suppliers for consumables.
- To research the waste impacts of the products and services we use, so that we can make more informed choices.
- To go digital with workshops, webinars and courses to reduce travel and resource use.

SOCIAL

- To build the Zero Waste community in Edinburgh.
- To provide free content around sustainability to empower society to move towards sustainability, even if they are not our clients.
- To research our supply chains and change to more ethical suppliers where we find them.
- To work out a system for measuring and quantifying our aims and impacts for next year.

ACKNOWLEDGEMENT

I acknowledge that sustainability is a journey of continuous improvement and commit to this process on behalf of the organisation. I will ensure we revisit and renew this policy annually and use it to drive sustainable change.

Signed,



Teja Hudson
Founder