Social and Environmental Impact Commitment

Introduction

h2o Creative recognise our responsibility to contribute positively to society and the environment. Our corporate philanthropy strategy is rooted in the belief that businesses have a fundamental responsibility to contribute to the well-being of the communities they serve and to the health of our planet.

Environmental Impact Commitment

Carbon Neutrality

Target: Achieve carbon neutrality by 2030

- Implement energy efficiency measures across all operations
- Transition to renewable energy sources through our Landlords, Jennings
- Offset any remaining emissions through verified carbon offset projects

Sustainable Sourcing

Target: Source 100% of raw materials sustainably by 2030

- Work with suppliers to ensure sustainable practices
- Ensure all suppliers adhere to strict environmental standards
- Promote transparency and traceability in our supply chain

Social Impact Commitment

Employee Well-being

Target: Achieve a 90% employee satisfaction rate by 2026

- Provide comprehensive health and wellness programmes, as required
- Foster a diverse and inclusive workplace
- Offer continuous learning and development opportunities

- Company away days unite the team, fostering and strengthening loyalty - our events have included private cinema viewings, crazy golf, cricket and spy adventures through Oxford
- Through h2o Creative's Materiality Matrix some key satisfaction data:

Priority	Staff/Stakeholders	h2o Creative
Fair working hours and wages	4.5	4
Integration of sustainability into the business	4.3	5
Mental health	4.2	5
Climate-change mitigation and adaptation	4.2	5
Energy efficiency and renewables	4.2	5
Fair relationships with suppliers	4.1	5
Business ethics	4.1	5
Local economic contribution and inclusive growth	4.0	4

Community Engagement

Target: Invest a percentage of annual profits in community development projects by 2028

- Support local education and training programs
- Partner with non-profits to address social issues such as homelessness and food insecurity – currently working with Homeless Oxfordshire by providing pro-bono activities
- Encourage employees to volunteer through paid volunteer days
- Our chosen charity for 2023-2024 is Homeless Oxfordshire. Our donations are currently more than £2,000+. We participated at a sponsored golfing tournament held at Studley Wood Golf Club, helping to raise £19,000 for Homeless Oxfordshire - delighted to say we won! Staff volunteering - h2o Creative is committed to allowing all staff one day of volunteering at Homeless Oxfordshire, providing up to 22 days of volunteering, fundraising, and pro-bono time

Ethical Business Practices

Target: Ensure 100% compliance with ethical business standards

- Maintain a zero-tolerance policy towards corruption and bribery
- Conduct regular audits of our operations and supply chain
- Promote a culture of integrity and accountability among employees
- h2o Creative aim to behave in an ethical manner and the company has an Ethical Marketing Policy, Code of Ethics, Whistleblower Policy and Complaints and Suggestions process. There have been no ethical incidents this financial year, and our target is to keep it that way

Monitoring and Reporting

We are committed to transparency and accountability in our sustainability efforts. We will:

- Publish an annual Sustainability Report detailing our progress towards these targets
- Regularly review and update our targets to reflect emerging best practices and recommendations
- Engage with stakeholders, including employees, customers, and the community, to gather feedback and improve our initiatives

Conclusion

Our social and environmental impact commitment is a cornerstone of our business strategy. By setting ambitious targets and working to achieve them, we aim to make a positive impact on the world around us. Together with our stakeholders, we will drive progress towards a more sustainable and equitable future.