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Code of Ethics Policy

It is the policy of GreenWith Studio Ltd. to provide our Code of Ethics and Business Conduct, which will serve as a guide to proper business conduct for all employees. We expect all employees to observe the highest standards of ethics and integrity in their conduct. This means following a basic code of ethical behaviour that includes the following.

Build Trust and Credibility

The success of our business is dependent on the trust and confidence we earn from our employees, customers and all wider stakeholders. We gain credibility by adhering to our commitments, displaying honesty and integrity and reaching company goals solely through honourable conduct. It is easy to say what we must do, but the proof is in our actions.

When considering any action, it is wise to ask: will this build trust and credibility for GreenWith Studio Ltd.? Will it help create a working environment in which GreenWith Studio Ltd. can succeed over the long term? Is the commitment I am making one I can follow through with? The only way we will maximise trust and credibility is by answering "yes" to those questions and by working every day to build our trust and credibility.



Respect for the Individual

We all deserve to work in an environment where we are treated with dignity and respect. GreenWith Studio Ltd. is committed to creating such an environment because it brings out the full potential in each of us, which, in turn, contributes directly to our business success. We cannot afford to let anyone's talents go to waste.

GreenWith Studio Ltd. is an equal employment/affirmative action employer and is committed to providing a workplace that is free of discrimination of all types from abusive, offensive or harassing behaviour. Any employee who feels harassed or discriminated against is welcome report the incident to their manager or our founder, Mary Fellowes, directly. It will be investigated and reviewed fairly and impartially.

Create a Culture of Open and Honest Communication

At GreenWith Studio Ltd. everyone should feel comfortable to speak their mind, particularly with respect to ethics concerns. Senior teams have a responsibility to create an open and supportive environment where employees feel comfortable raising such questions. We all benefit tremendously when employees exercise their power to prevent mistakes or wrongdoing by asking the right questions at the right times.

GreenWith Studio Ltd. will investigate all reported instances of questionable or unethical behaviour. In every instance where improper behaviour is found to have occurred, the company will take appropriate action. We will not tolerate retaliation against employees who raise genuine ethics concerns in good faith.

Our Whistle Blowing Policy provides a procedure for employees to report actions that an employee reasonably believes violates a law, or regulation or that constitutes fraudulent accounting or other practices.



Set Tone at the Top

Management has the added responsibility for demonstrating, through their actions, the importance of this Code. In any business, ethical behaviour does not simply happen; it is the product of clear and direct communication of behavioural expectations, modelled from the top and demonstrated by example. Again, ultimately, our actions are what matters.

To make our Code work, managers must be responsible for promptly addressing ethical questions or concerns raised by employees and for taking the appropriate steps to deal with such issues. Managers should not consider employees' ethics concerns as threats or challenges to their authority, but rather as another encouraged form of business communication. At GreenWith Studio Ltd., we want the ethics dialogue to become a natural part of daily work.

Uphold the Law

GreenWith Studio Ltd.'s commitment to integrity begins with complying with laws, rules and regulations where we do business. Further, each of us must have an understanding of the company policies, laws, rules and regulations that apply to our specific roles. If we are unsure of whether a contemplated action is permitted by law or GreenWith Studio Ltd. policy, we should seek the advice from our founder, Mary Fellowes, directly. We are responsible for preventing violations of law and for speaking up if we see possible violations.

Competition

We are dedicated to ethical, fair and vigorous competition. We will sell GreenWith Studio Ltd. services based on their merit. We will make independent pricing and marketing decisions and will not improperly cooperate or coordinate our activities with our competitors. We will not offer or solicit improper



payments or gratuities in connection with the purchase of goods or services for GreenWith Studio Ltd. or the sales of its services, nor will we engage or assist in unlawful boycotts of particular customers.

Proprietary Information

It is important that we respect the property rights of others. We will not acquire or seek to acquire improper means of a competitor's trade secrets or other proprietary or confidential information. We will not engage in unauthorised use, copying, distribution or alteration of software or other intellectual property.

Selective Disclosure

We will not selectively disclose (whether in one-on-one or small discussions, meetings, presentations, proposals or otherwise) any material nonpublic information with respect to GreenWith Studio Ltd., its securities, business operations, plans, financial condition, results of operations or any development plan. We should be particularly vigilant when making presentations or proposals to customers to ensure that our presentations do not contain material nonpublic information.

Conflicts of Interest

We must avoid any relationship or activity that might impair, or even appear to impair, our ability to make objective and fair decisions when performing our jobs. At times, we may be faced with situations where the business actions we take on behalf of GreenWith Studio Ltd. may conflict with our own personal or family interests. We owe a duty to GreenWith Studio Ltd. to advance its legitimate interests when the opportunity to do so arises. We must never use GreenWith Studio Ltd. property or information for personal gain or personally take for ourselves any opportunity that is discovered through our position with GreenWith Studio Ltd.

Here are some other ways in which conflicts of interest could arise:



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- Being employed (you or a close family member) by, or acting as a consultant to, a competitor or potential competitor, supplier or contractor, regardless of the nature of the employment, while you are employed with GreenWith Studio Ltd.
 - Hiring or supervising family members or closely related persons.
 - Serving as a board member for an outside commercial company or organisation.
 - Owning or having a substantial interest in a competitor, supplier or contractor.
 - Having a personal interest, financial interest or potential gain in any GreenWith Studio Ltd. transaction.
Placing company business with a firm owned or controlled by a GreenWith Studio Ltd. employee or their family.
 - Accepting gifts, discounts, favours or services from a customer/potential customer, competitor or supplier, unless equally available to all GreenWith Studio Ltd. employees.

Determining whether a conflict of interest exists is not always easy to do. Employees with a conflict of interest question should seek advice from management. Before engaging in any activity, transaction or relationship that might give rise to a conflict of interest, employees must seek review from their managers or Mary Fellowes directly.

Gifts, Gratuities, and Business Courtesies

GreenWith Studio Ltd. is committed to competing solely on the merits of our services. We should avoid any actions that create a perception that favourable treatment of outside entities by GreenWith Studio Ltd. was sought, received or given in exchange for personal business courtesies. Business courtesies include gifts, gratuities, meals, refreshments, entertainment or other benefits from persons or companies with whom GreenWith Studio Ltd. does or may do business. We will neither give nor accept business courtesies that constitute, or could reasonably be perceived as constituting, unfair business inducements that would violate law, regulation or policies of GreenWith Studio Ltd. or customers, or would cause embarrassment or reflect negatively on GreenWith Studio Ltd.'s reputation.



Accepting Business Courtesies

Most business courtesies offered to us in the course of our employment are offered because of our positions at GreenWith Studio Ltd. We should not feel any entitlement to accept and keep a business courtesy. Although we may not use our position at GreenWith Studio Ltd. to obtain business courtesies, and we must never ask for them, we may accept unsolicited business courtesies that promote successful working relationships and goodwill with the firms that GreenWith Studio Ltd. maintains or may establish a business relationship with.

Employees who award contracts or who can influence the allocation of business, who create specifications that result in the placement of business or who participate in negotiation of contracts must be particularly careful to avoid actions that create the appearance of favouritism or that may adversely affect the company's reputation for impartiality and fair dealing. The prudent course is to refuse a courtesy from a supplier when GreenWith Studio Ltd. is involved in choosing or reconfirming a supplier or under circumstances that would create an impression that offering courtesies is the way to obtain GreenWith Studio Ltd.'s business.

Meals, Refreshments, and Entertainment

We may accept meals, refreshments, entertainment and similar business courtesies that are shared with the person who has offered to pay for the meal or entertainment, provided that:

- They are not inappropriately lavish or excessive.
- The courtesies are not frequent and do not reflect a pattern of frequent acceptance of courtesies from the same person or entity.
- The courtesy does not create the appearance of an attempt to influence business decisions, such as accepting courtesies or entertainment from a supplier whose contract is expiring in the near future.



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- The employee accepting the business courtesy would not feel uncomfortable discussing the courtesy with their manager or co-worker or having the courtesy known by the public.

Gifts

Employees may accept unsolicited gifts, other than money, that conform to the reasonable ethical practices of the marketplace, including:

- Flowers, fruit baskets and other modest presents that commemorate a special occasion.
- Gifts of nominal value, such as calendars, pens, mugs, caps and t-shirts (or other novelty, advertising or promotional items).
- Generally, employees may not accept compensation, honoraria or money of any amount from entities with whom GreenWith Studio Ltd. does or may do business. Tangible gifts (including tickets to a sporting or entertainment event) that have a market value greater than £100 may not be accepted unless approval is obtained from management.
- An exception is when the gifts in question are made fairly and ethically, and when any team member of Greenwith Studio actively or publicly endorsing them helps, aids and advances the success or profile of a brand that aligns directly with our values.

Employees with questions about accepting business courtesies should talk to their managers or Mary Fellowes directly.

Offering Business Courtesies

Any employee who offers a business courtesy must assure that it cannot reasonably be interpreted as an attempt to gain an unfair business advantage or otherwise reflect negatively upon GreenWith Studio Ltd. An employee may never use personal funds or resources to do something that cannot be done with GreenWith Studio Ltd. resources. Accounting for business courtesies must be done in accordance with approved company procedures.



Other than to any current or future government or other public sector customers, for whom special rules apply, we may provide non-monetary gifts (i.e., company logo apparel or similar promotional items) to our customers. Further, management may approve other courtesies, including meals, refreshments or entertainment of reasonable value, provided that:

- The practice does not violate any law or regulation or the standards of conduct of the recipient's organisation.
- The business courtesy is consistent with industry practice, is infrequent in nature and is not lavish.
- The business courtesy is properly reflected on the books and records of GreenWith Studio Ltd.

Accurate Public Disclosures

We will make certain that all disclosures made in financial reports and public documents are full, fair, accurate, timely and understandable. This obligation applies to all employees, including all financial executives, with any responsibility for the preparation for such reports, including drafting, reviewing and signing or certifying the information contained therein. No business goal of any kind is ever an excuse for misrepresenting facts or falsifying records.

Employees should inform Executive Management or Mary Fellowes directly, if they learn that information in any filing or public communication was untrue or misleading at the time it was made or if subsequent information would affect a similar future filing or public communication.

Ethical marketing

We believe in being authentic in our marketing and transparent about what we do and how we work. We build relationships with customers based on trust and integrity, so we believe in honest marketing – no hard sell or hidden costs.

Our marketing principles:

- no hard sell
- no hidden costs or dodgy deals – just honest, clear pricing



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- no spam – we don't send unsolicited marketing emails
 - no buying custom – we don't buy marketing lists

Corporate Recordkeeping

We create, retain and dispose of our company records as part of our normal course of business in compliance with all GreenWith Studio Ltd. policies and guidelines, as well as all regulatory and legal requirements.

All corporate records must be true, accurate and complete, and company data must be promptly and accurately entered in our books in accordance with GreenWith Studio Ltd.'s and other applicable accounting principles.

We must not improperly influence, manipulate or mislead any unauthorised audit, nor interfere with any auditor engaged to perform an internal independent audit of GreenWith Studio Ltd. books, records, processes or internal controls.

Promote Substance Over Form

At times, we are all faced with decisions we would rather not have to make and issues we would prefer to avoid. Sometimes, we hope that if we avoid confronting a problem, it will simply go away.

At GreenWith Studio Ltd., we must have the courage to tackle the tough decisions and make difficult choices, secure in the knowledge that GreenWith Studio Ltd. is committed to doing the right thing. At times this will mean doing more than simply what the law requires. Merely because we can pursue a course of action does not mean we should do so.



Although GreenWith Studio Ltd.'s guiding principles cannot address every issue or provide answers to every dilemma, they can define the spirit in which we intend to do business and should guide us in our daily conduct.

Accountability

Each of us is responsible for knowing and adhering to the values and standards set forth in this Code and for raising questions if we are uncertain about company policy. If we are concerned whether the standards are being met or are aware of violations of the Code, we must contact senior management or our founder, Mary Fellowes directly. GreenWith Studio Ltd. takes seriously the standards set forth in the Code, and violations are cause for disciplinary action up to and including termination of employment.

Confidential and Proprietary Information

Integral to GreenWith Studio Ltd.'s business success is our protection of confidential company information, as well as nonpublic information entrusted to us by employees, customers and other business partners. Confidential and proprietary information includes such things as pricing and financial data, customer names/addresses or nonpublic information about other companies, including current or potential suppliers and vendors. We will not disclose confidential and nonpublic information without a valid business purpose and proper authorization.

Use of Company Resources

Company resources, including time, material, equipment and information, are provided for company business use. Nonetheless, occasional personal use is permissible as long as it does not affect job performance or cause a disruption to the workplace.



Employees and those who represent GreenWith Studio Ltd. are trusted to behave responsibly and use good judgement to conserve company resources.

Generally, we will not use company equipment such as computers and printers, in the conduct of an outside business or in support of any religious, political or other outside daily activity, except for company-requested support to nonprofit organisations. We will not solicit contributions nor distribute non-work related materials during work hours.

In order to protect the interests of the GreenWith Studio Ltd. network and our fellow employees, GreenWith Studio Ltd. reserves the right to monitor or review all data and information contained on an employee's company-issued computer or electronic device, the use of the Internet or GreenWith Studio Ltd.'s intranet. We will not tolerate the use of company resources to create, access, store, print, solicit or send any materials that are harassing, threatening, abusive, sexually explicit or otherwise offensive or inappropriate. Questions about the proper use of company resources should be directed to your manager or Mary Fellowes directly.

Media Inquiries

GreenWith Studio Ltd. is an established and well known company in our community, and from time to time, employees may be approached by reporters and other members of the media. In order to ensure that we speak with one voice and provide accurate information about the company, we should direct all media inquiries to the Director, Mary Fellowes. No one may issue a press release without first consulting with Mary Fellowes.

Do the Right Thing

Several key questions can help identify situations that may be unethical, inappropriate or illegal. Ask yourself:

- Does what I am doing comply with the GreenWith Studio Ltd. guiding principles, Code of Conduct and company policies?
- Have I been asked to misrepresent information or deviate from normal procedure?



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- Would I feel comfortable describing my decision at a staff meeting?
 - How would it look if it made the headlines?
 - Am I being loyal to my family, my company and myself?
 - What would I tell my child to do?
 - Is this the right thing to do?

Material Breaches to Our Code of Ethics Policy:

In the case of a material breach to our Code of Ethics Policy, the following actions will be taken:

- Breaches, including case details, will be reported publicly
- Reported breaches will be investigated promptly via an independent party
- Employees will be dismissed or disciplined if found in breach
- Contracts with business partners in breach will be terminated
- We will make improvements to our anti-corruption program based on reported cases

To learn more, please kindly email us: office@greenwithstudio.com.



Whistle Blowing Policy

GreenWith Studio Ltd. promotes a working environment of open communication, encouraging you to speak up on issues that are important to you and the organisation. You should feel secure about speaking up regarding such issues without fear of reprimand or personal detriment.

The Whistleblowing Policy provides guidance to Employees who wish to raise certain issues relating to GreenWith Studio Ltd. and fulfils the requirements of the U.K Public Interest Disclosure Act 1998.

Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our activities.

This includes:

- A breach of company policy.
- Bribery, fraud or other criminal activity.
- Failure to comply with any legal or regulatory obligation.
- A miscarriage of justice.
- Danger to the health and safety of an individual.
- Damage to the environment; and/or
- Deliberate concealment of information related to the above.



If you wish to raise or discuss any issues, which might fall into the above category, you should, in the first instance, speak to any of the senior team. It is likely that further investigation will be necessary, and you may also be required to attend an investigative hearing as a witness.

GreenWith Studio Ltd. will keep you informed of the progress of your report.

If speaking to someone senior is not successful or appropriate, please speak to our founder, Mary Fellowes directly. You may, as a last resort, make a disclosure to one of the prescribed regulatory or independent organisations if you consider that the organisation may have an interest in the matter. We strongly encourage you to seek advice before reporting a concern to anyone external.

We hope that Employees will feel able to voice whistleblowing concerns openly under this policy. Completely anonymous disclosures are difficult to investigate. If you want to raise your concern confidentially, we will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern.

We aim to encourage openness and will support whistle-blowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

Whistle-blowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered any such treatment, you should inform the most senior member of the team immediately.

You must not threaten or retaliate against whistle-blowers in any way. If you are involved in such conduct, you may be subject to disciplinary action. In some cases, the whistle-blower could have a right to sue you personally for compensation in an employment tribunal.



However, if we conclude that a whistleblower has made false allegations maliciously or with a view to personal gain, the whistle-blower may be subject to disciplinary action.

To learn more, please kindly email us: office@greenwithstudio.com.

Public Concern at Work operates a confidential helpline. Their contact details are:

Helpline: (020) 7404 6609

E-mail: whistle@pcaw.co.uk



Diversity, Equality & Inclusion Policy

The Company is committed to the principle of equal opportunity in employment.

The terms equality, inclusion and diversity are at the heart of this policy. Equality means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. Inclusion means ensuring everyone feels comfortable to be themselves at work and feels the worth of their contribution. Diversity means the celebration of individual differences amongst the workforce.

We will actively support diversity and inclusion and ensure that all our employees are valued and treated with dignity and respect. We want to encourage everyone in our business to reach their potential.

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All job applicants, employees and workers, including agency workers, are covered by this policy and it applies to all areas of employment including recruitment, selection, training, career development, and promotion. These areas are monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.



Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in our Company as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee to this policy and the application of its principles are essential to eliminate discrimination and provide equality throughout the Company.

Management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant, employee, or worker receiving less favourable treatment because of a protected characteristic within the Equality Act 2010 which is race, including colour, nationality, ethnic or national origin and caste; religion or belief; disability; sex; sexual orientation; pregnancy or maternity; gender reassignment; marriage or civil partnership; and age. In accordance with our overarching equal treatment ethos, we will also ensure that no one is treated less favourably on account of their trade union membership or non-membership, or on the basis of being a part-time worker or fixed-term employee. The Company's objective is to ensure that individuals are selected, promoted, and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

We will ensure that the policy is circulated to any agencies responsible for our recruitment and a copy of the policy will be made available for all employees and made known to all applicants for employment.

The policy will be communicated to all private contractors reminding them of their responsibilities towards the equality of opportunity.

The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.

Management has the primary responsibility for successfully meeting these objectives by:

- not discriminating in the course of engagement against employees, workers or job applicants;
- not inducing or attempting to induce others to practise unlawful discrimination;
- bringing to the attention of our workforce that they may be subject to action under the disciplinary procedure, or other appropriate action, for unlawful discrimination of any kind.



You can contribute by:

- not discriminating against fellow employees, workers, customers, clients, suppliers or members of the public with whom you come into contact during the course of your duties;
- not inducing or attempting to induce others to practise unlawful discrimination;
- reporting any discriminatory action to your Manager.

The successful achievement of these objectives necessitates a contribution from everyone and you have an obligation to report any act of discrimination known to you.

If you consider that you are a victim of unlawful discrimination you may raise the issue through the grievance procedure.

To learn more, please kindly email us: office@greenwithstudio.com.



Data Protection Policy

1. Data protection principles

GreenWith Studio is committed to processing data in accordance with its responsibilities under the GDPR.

Article 5 of the GDPR requires that personal data shall be:

- a. processed lawfully, fairly and in a transparent manner in relation to individuals;
- b. collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes;
- c. adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed;
- d. accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay;
- e. kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed; personal data may be stored for longer periods insofar as the personal data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes subject to implementation of the appropriate technical and organisational measures required by the GDPR in order to safeguard the rights and freedoms of individuals; and
- f. processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures.”

2. General provisions

- a. This policy applies to all personal data processed by GreenWith Studio.
- b. The Responsible Person shall take responsibility for ongoing compliance with this policy.
- c. This policy shall be reviewed at least annually.



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- d. GreenWith Studio shall register with the Information Commissioner's Office as an organisation that processes personal data.

3. Lawful, fair and transparent processing

- a. To ensure its processing of data is lawful, fair and transparent, GreenWith Studio shall maintain a Register of Systems.
- b. The Register of Systems shall be reviewed at least annually.
- c. Individuals have the right to access their personal data and any such requests made to GreenWith Studio shall be dealt with in a timely manner.

4. Lawful purposes

- a. All data processed by GreenWith Studio must be done on one of the following lawful bases: consent, contract, legal obligation, vital interests, public task or legitimate interests ([see ICO guidance for more information](#)).
- b. GreenWith Studio shall note the appropriate lawful basis in the Register of Systems.
- c. Where consent is relied upon as a lawful basis for processing data, evidence of opt-in consent shall be kept with the personal data.
- d. Where communications are sent to individuals based on their consent, the option for the individual to revoke their consent should be clearly available and systems should be in place to ensure such revocation is reflected accurately in GreenWith Studio's systems.

5. Data minimisation

- a. GreenWith Studio shall ensure that personal data are adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed.

6. Accuracy

- a. GreenWith Studio shall take reasonable steps to ensure personal data is accurate.
- b. Where necessary for the lawful basis on which data is processed, steps shall be put in place to ensure that personal data is kept up to date.



7. Archiving / removal

- a. To ensure that personal data is kept for no longer than necessary, GreenWith Studio shall put in place an archiving policy for each area in which personal data is processed and review this process annually.
- b. The archiving policy shall consider what data should/must be retained, for how long, and why.

8. Security

- a. GreenWith Studio shall ensure that personal data is stored securely using modern software that is kept-up-to-date.
- b. Access to personal data shall be limited to personnel who need access and appropriate security should be in place to avoid unauthorised sharing of information.
- c. When personal data is deleted this should be done safely such that the data is irrecoverable.
- d. Appropriate back-up and disaster recovery solutions shall be in place.

9. Breach

In the event of a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, personal data, GreenWith Studio shall promptly assess the risk to people's rights and freedoms and if appropriate report this breach to the ICO ([more information on the ICO website](#)).



Impact Report

Pro-Bono Work and Empowerment

GreenWith Studio has contributed 670 hours, and counting, of pro-bono work, towards Individuals, UK government bodies/ entities, non-able bodied and minority communities, non-profits, and the education sector. We are dedicated to empowering, escalating, and accelerating SMEs in their business development, offering heavily discounted or pro-bono consulting services. The value of this work, were it charged at full market rate, would be £100-200 per hour, depending on the size of the organisation. Meaning in 2 years, we have given away in excess of £100,000 worth of services gratis, purely to drive the change we want to see. To learn more, please kindly email us: office@greenwithstudio.com.

Sustainable Practices and Impact

- Our consulting services have successfully influenced brands and companies to adopt sustainable practices, resulting in significant responses and the introduction of many sustainable initiatives that have had a positive impact on the fashion industry and beyond.
- As our business grows, the impact of our work is projected to grow exponentially.

Our Footprint

- Our carbon footprint primarily consists of:
 - 107.5kg CO2 emissions resulting from computer use by an average of three employees working 50 hours a week on their laptops over the last year.



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- Minimal emissions from commuting, as our employees use public transport for their three-day-a-week commute to an EPC A-rated office.
 - The communal office spaces we work from, The Mills Fabrica, are a sustainable co-working space backed by an investment division that incubates and scales B2B innovators in agri-tech and bio-tech, including several fellow B-Corps.
 - Their Environmental Management System (ESM), Helix, is accredited ISO 140001 - an internationally agreed standard that sets out the requirements for EMSs.
 - They have a company-wide recovery and recycling program.
 - They use double-glazed windows, LED lighting and insulation to save scope 1 and 2 GHG emissions.
 - Additionally, they conserve energy through the following:
 - Equipment: Energy Star appliances, automatic sleep modes, after-hour timers, etc.
 - Lighting: natural light, CF bulbs, occupancy sensors, daylight dimmers, task lighting, etc.
 - HVAC: programmable thermostat, timers, occupancy sensors, shade sun-exposed walls, double-paned windows, etc.
 - PIR-activated taps and toilet cisterns to keep the water flow to a minimum.
 - GreenWith Studio's carbon footprint remains minimal, reflecting our operation under a flexible-hybrid system. We believe that our pro-bono work and sustainable practices within our workforce inherently outweigh the need for additional offsetting efforts.

GHG Emissions and Future Goals

- We actively mitigate our carbon emissions through our consulting work, where we create solutions for other companies' sustainability challenges.
- Notably, we have provided pro-bono consulting to NGO The Extreme Hangout, joining them at COP28 this December 2023 for the 3rd year running. We offer about 35 days pro bono to drive impact on their stages and digital channels. We have also supported the Sustainable Ocean Alliance, who contributed to the restoration of the global health of our oceans through both commercial and non profit entities in their eco-system.



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- By spring 2024, we plan to engage with Zellar - the world's first sustainability as a service platform that enables businesses to identify their carbon impact and then provides a bespoke plan to reduce it - to measure our emissions. Our founder, Mary Fellowes, currently sits on their board.
 - Currently, as a small and growing business, we keep our carbon footprint minimal. Once we scale and have the commercial means to do so, we'll engage an external organisation to help our mapping and reduction of emissions.

Signature:

A handwritten signature in black ink, appearing to be "Mary Fellowes".

Director of GREENWITH STUDIO LIMITED

Dated: 20/09/2023

Print name: MARY FELLOWES

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