

RealWorth Environmental Policy

Policy Statement

RealWorth recognises that even as a micro-SME, business-to-business consultancy, its day-to-day operations impact the environment in several ways. RealWorth is therefore committed to minimise the potentially harmful effects of its activities where practicable.

This policy establishes practices and guidelines for RealWorth to effectively reduce its carbon footprint and other environmental impacts.

Each team member is responsible and accountable for their contribution to reducing RealWorth's carbon footprint. The team is asked to contribute to identifying and implementing opportunities to this effect. This policy is reviewed and, where appropriate, updated at least twice a year to reflect any new measures we are taking to reduce our environmental impacts.

Travel

RealWorth monitors and manages its corporate travel activities. This helps us focus on minimising the need for travel and therefore minimises our environmental impact. We calculate travel related CO₂e data annually and keep monthly records to provide an audit trail for our CO₂e calculations.

All emissions caused by travel for RealWorth are financially offset through organisations such as [Forest Carbon](#) or [MyClimate](#).

While acknowledging the importance of personal contact and face-to-face dialogue in some aspects of the work we do, RealWorth actively seeks to minimise business-related travel. Video and teleconferencing are used to the greatest extent possible to reduce the amount of travel required. Where this is not practicable, we use the most environmentally friendly routes and means. We prioritise the use of rail travel wherever practicable.

RealWorth recognises its staffs right to choose how to travel to work. However, our bike-to-work scheme encourages staff to use sustainable transport to travel to work.

Working From Home

Employees are encouraged to reduce travel miles by working from home at least once a week if desired. Whilst working from home, employees are encouraged to adopt environmentally friendly products and practices, such as recycling.

Waste Disposal

All waste is separated into bins for food, paper, plastic, and residual waste.

RealWorth does not currently provide materials specifically for employees to use in their home offices. Where relevant, all e-waste and other hazardous materials purchased for use by employees are disposed of safely. This is predominantly batteries for small appliances and laptop computers.

Printing and Paper

RealWorth operates a paperless environment. All internal and external reports are produced electronically. On the rare occasion where printing is required, this is done in black and white (unless colour printing is essential for readability) and double-sided.

All RealWorth's staff, suppliers, and the agencies we deal with (e.g., HMRC) are required to use electronic communications. We do not receive communications by post.