

ZTGH Climate Change Action Policy

Introduction:

Sustainability and reduction of our carbon footprint is a key issue for all types of businesses. At ZTGH we recognize the impact of reducing our carbon footprint on our employees, on our local community, and globally.

Environmental Impact: Achieving net zero carbon emissions in 2030

- Reducing our office footprint and encouraging remote work and using the most up-to-date virtual platforms
- Maintaining paperless office with our document sharing systems Primafact and Rooshare
- Reducing landfill waste and providing reusable options for any take-out food at our office
- Eliminating disposable dishes and cutlery from our office
- Researching independent greenhouse gas accounting firms to give us a Science-based target
- Working closely with our printing vendor to ensure when printing is absolutely required that we are recycling toner products
- Encouraging attendances to be virtual, unless specified by the client. Specifically reducing travel time for destinations that require a long commute or plane ride.

Social Impact:

- Recognizing that climate change impacts marginalized communities the most and contributing to organizations that assist those communities
- Investing in local and green suppliers, including meal delivery and printing needs
- Researching LEEDs buildings for our potential move.
- Contributing monthly to offset our emissions based on our estimate. When we have a clear emissions audit, we will reset our targets based on that information.