

Our Climate Emergency Policy

Participate UK is part of the fight against the climate crisis. To make this real we must make fundamental changes to our working practices. All environmental policies include measures to reduce waste and recycle, however we believe that we must go beyond this by introducing the following working practices:

- Participate employees and associates will no longer travel to meetings unless face to face collaboration is absolutely essential.
- Our employees and associates will consider travelling to meetings to be second best to video or conference calling.
- When essential our employees and associates' will travel to meetings mainly by train.
- Travelling to meetings by plane will always be a last resort
- We will provide plant-based alternatives to meat and dairy at all of our events and conferences and encourage our customers and suppliers to do the same
- We will also do all the normal stuff to save energy, reduce waste, recycle and use recycled products

Participate will invest in the climate emergency by:

- Using Zoom.us and encouraging others to do so (alternatives are available)
- Be experts in Zoom Meetings and Chat as well as Rooms and Workspaces to discourage travelling to meetings
- Using technology like Zoom Room Appliances to make online video meetings super productive
- Planting trees (or rather investing in [tree planting campaigns](#)) to offset all essential travel for meetings
- Contribute 20% of our daily fee for face to face meetings to tree planting schemes
- All employees will be allowed additional paid leave for activities and events dealing with tackling the climate crisis
- Invest 5% of our annual net profit in tree planting initiatives and plant-based food technologies and programmes