

Montpellier Marketing Communications Group Limited | Montpellier Creative Limited | Montpellier Interactive Limited

## environmental statement

### Key Statement

Montpellier Marketing Communications Group, Montpellier Creative and Montpellier Interactive are multi award-winning businesses providing consultancy and creative solutions to a growing portfolio of clients. With offices in Cheltenham (Head office) and London we are committed to conducting our activities with minimal impact on the natural and human environments and preventing pollution wherever possible. Montpellier seeks continual improvement as a primary aim of its environmental programme and will regularly review the Group's environmental performance.

### Our environmental policy

Montpellier's environmental policy seeks wherever practicable to:

- keep up to date and comply with legal requirements;
- implement environmental improvement to ensure operation at best practice standards;
- use natural resources as efficiently as possible;
- avoid use of materials from non-renewable sources or materials that involve significant impact on the environment;
- use environmentally responsible suppliers and contractors;
- encourage clients to adhere to environmental polices and adopt renewable energy programmes;
- regularly monitor environmental performance

### Aims

Montpellier will...

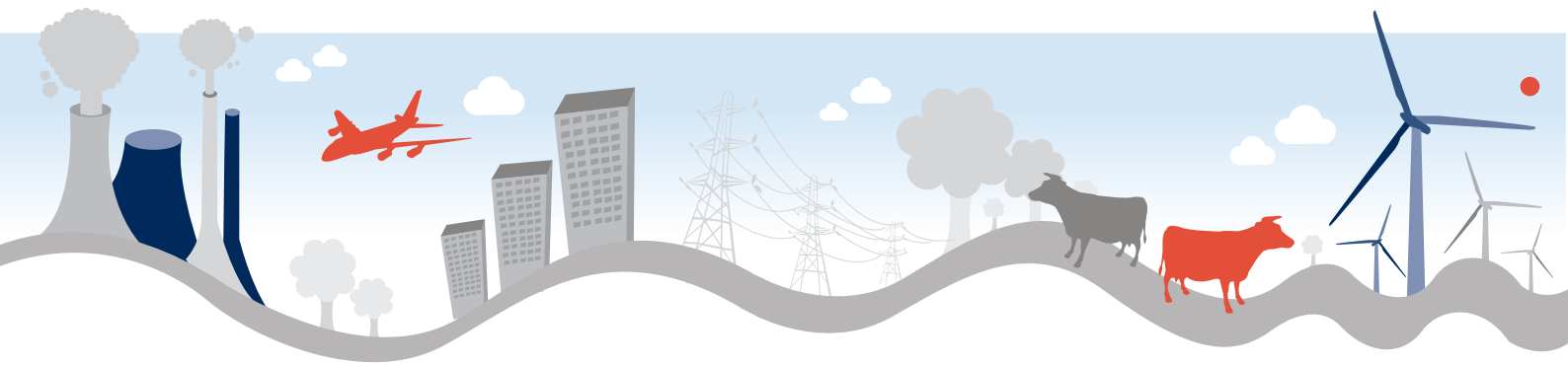
#### Energy Use

Strive to minimise the use of energy resulting from Group activities through making energy efficiency a key consideration when purchasing and maintaining lighting, heating and office equipment.

All building lights are switched off by 6.30pm, and any individuals working thereafter are responsible for ensuring that lights/PCs are turned off after use.

All PCs and printers are set to make use of environmental features such as power save settings. All items are switched off, rather than placed on standby setting at the end of the business day.





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### Legislation

Meet the requirements of all environmental legislation applicable to Montpellier and the sites where we work. The Group will also take a proactive stance in complying to forthcoming legislation.

### Waste

Where possible, eliminate the use of paper in our offices. Where paper use cannot be eliminated, all waste paper will be recycled. Other waste resulting from the Group's operations will be reduced, reused or recycled where practicable. Any remaining waste will be disposed of by licensed contractors. Each team possesses recycling bins for the disposal of all materials including client confidential waste paper. The bins are emptied regularly and where applicable contents shredded. All paper-based material is sent for recycling.

All toner cartridges for photocopying and printing equipment within Montpellier are returned to the supply company for recycling. NB Our office services supply company is a leader in sustainable and renewable energy programmes and has adopted a carbon-neutral policy through The Carbon Neutral Company™, with off setting programmes in place. The Group will strive to minimise the amount of packaging on outgoing products and to re-use all incoming packaging.

### Procurement

When purchasing, use environmental responsibility as a factor in its decisions and therefore help minimise the Group's impact on the environment. Where possible, strive to purchase products and services from companies with proven environmental performance. We ensure our print suppliers adhere to environmental programmes.

### Vehicle Management

Minimise non client related company travel through utilising e-mail and telecommunications (e.g. teleconferencing) to conduct communications with suppliers.

Undertake a vehicle management programme to ensure that wherever possible, any impacts are reduced, including journey-planning, car sharing and using public transport wherever practicable. A walk to work programme is being adopted by employees who reside near to Head Office.

### Training

Train staff to ensure that the workforce understands the actual and potential environmental impacts of both individual and Group activities, and environmental policy commitments. Updates will be made available through regular team briefings and the Group-wide 'No Limits' forum.

### Communication

Actively promote the communication of issues concerning the environment to staff, suppliers and customers through appropriate means. This policy should be read by and made available to all Montpellier staff and is available to anyone else who may be associated with the activities of the Group such as contractors or clients.

