

Our Environmental, Social, and Governance (ESG) Statement

v0.1, 13 Feb 23

No company, no employee, no associate, no partner, no supplier, and no client is an island. We all impact one another in our operation as a business, the communities we work in, and the environment that sustains us.

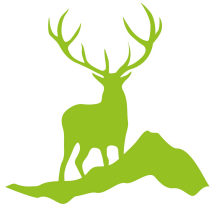
We believe in setting an example by consistently living our purpose (to help leaders and teams work out who they are and what it is to lead well in their worlds) and values (of care, challenge, and unforgettably creative design) in a way that honours a sustainable balance between the interests of planet (environment), people (social), and profit (governance).

This is what our ESG statement sets out to explain.

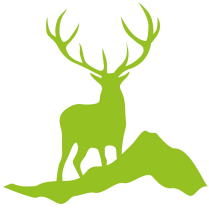
<p>Helping leaders and teams work out who they are and what it is to lead well in their worlds.</p> <p>Bespoke thinking experiences in amazing Scottish spaces</p> <p>Fresh Air Business Walks Challenge & Support Leadership Journeys Team Walkshops Team Decelerators Team Missions</p>			
Values/ESG	Planet (Environment)	People (Social)	Profit (Governance)
<p>Care</p> <p>We care about the work we do, the clients we serve, the associates and partners we work with, and the built and natural environment we work in.</p>	<p>Our associates and partners are selected for their ability to operate in, and respect the natural environment.</p> <p>As part of their national governing body qualifications, our outdoor leaders cover a range of environmental topics.</p> <p>They are able to pass this knowledge on to colleagues, partners, and client; and inform our designs and risk planning.</p>	<p>Our associates are selected for their capacity to care for themselves and others. They are reputationally and ethically sound. We check their qualifications are relevant and in date e.g. Mountain Leader, First Aid.</p> <p>We do not advertise for associates. They are known personally by MD Dave Stewart or brought to his attention by trusted others.</p> <p>We pay above market rates for our safety people i.e. Mountain Leaders and First</p>	<p>We are a legally constituted Limited company registered at Companies House, England.</p> <p>Associates are employed in accordance with written Purchase Orders, Method Statements, and Risk Management Plans.</p> <p>When working with not-for-profit organisations, and where funds are evidently strained, we will seek to agree an affordable price which allows them to access the value we can provide.</p>



	<p>We conduct due diligence on the partners and clients we engage with, looking in particular at their ESG credentials.</p> <p>We recycle the paper, card, and plastic we use in our homes and offices. We avoid single-use plastic.</p> <p>We buy recycled paper and card for office use, and work with environmentally conscious printers for large printing jobs.</p> <p>New Action for 2023</p> <p>We are setting up a means of measuring and minimising our carbon footprint (mainly car, train, short haul flights; smart phones and laptops) and taking steps to become carbon positive by 31 Dec 23.</p> <p>We will offset 110% of our footprint with tree planting via Ecologi.</p> <p>We will be writing to our associates to share this ESG statement and invite them to review their own personal and professional activities and ESG commitments.</p> <p>We will state our ESG position when engaging with new and existing clients. This will take the form of standard wording in our written proposals.</p> <p>We will also communicate this via posts on social media on a regular basis.</p>	<p>Aiders. They are highly experienced, and many are operational mountain rescue volunteers.</p> <p>All associates work in accordance with written Purchase Orders, Method Statements, and Risk Management Plans.</p> <p>Invoices are paid the same day, and within 3 working days at most. This is important for freelance associates, and smaller partners and suppliers. This shows we care. It engenders trust and respect.</p> <p>We hold professional indemnity and employee liability insurance which covers clients and the associates and partners working on our behalf.</p> <p>In working with clients we listen closely to their needs and will iterate our design proposals until all parties are clear and agreed.</p> <p>We give back to the business community by providing free monthly business networking walks. In addition to providing a platform for new business, this contributes to business leaders' wider wellness requirements.</p> <p>We have, and continue to, gift surplus outdoor equipment to charities that enable children to access adventure activities.</p>	<p>This may involve discounting our normal prices and/or offering added value such as free follow-on coaching or other benefits.</p> <p>We do this mindful of the fiduciary duty we have to maintain the company as a going concern.</p>
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	<p>We will support the John Muir Trust by taking out the bronze level of corporate membership.</p> <p>We will enrol in the “1% for the Planet” scheme.</p> <p>We will commit to the SME Climate Hub.</p>		
<p>Challenge</p> <p>We challenge client requirements to help them understand their deeper needs. We create experiences that challenge and shift their thinking. We are mindful about the level of challenge we offer. We are not a challenge events company!</p>	<p>Educating ourselves on best practice by engaging with sustainability experts, and organisations leading the way in this area.</p> <p>New Action for 2023</p> <p>A challenge target for us is to become a certified B Corp by 31 Dec 23.</p>	<p>While we will challenge our clients to notice and shift the way they think, we do this in a physically and psychologically safe way.</p> <p>This models the working environment we expect our clients to adopt in their workplaces.</p> <p>New Action for 2023</p> <p>A challenge target for us is to become a certified B Corp by 31 Dec 23.</p>	<p>We maintain a business growth strategy with quarterly goals and weekly targets which are reviewed regularly.</p> <p>From time to time we seek external advice (e.g. branding, marketing, website specialists, mentors, coaches, associates, friends of the company) to challenge and enable refresh of our operations.</p> <p>Our VAT (quarterly) and accounts (annually) are maintained and posted with HMRC by a firm of HMRC-approved accountants.</p> <p>We conduct due diligence on the partners and clients we engage with, looking in particular at their ESG credentials.</p> <p>New Action for 2023</p> <p>A challenge target for us is to become a certified B Corp by 31 Dec 23.</p>
<p>Unforgettably creative design</p>	<p>In creating bespoke experiences in amazing Scottish spaces, we are</p>	<p>In creating thinking experiences in amazing Scottish spaces we bring</p>	<p>We regularly look to collaborate with other organisations to create the</p>



<p>We create experiences that are tailored uniquely to each client. Our work is experiential, impactful, and anchored in multiple ways. It is creatively unforgettable, and of lasting value because of this.</p>	<p>helping leaders reconnect with, respect, and value our natural environment; and reflect on what they too can do to protect the environment.</p> <p>We are mindful of potential damage when we design the outdoor elements of our work. We follow the guidance provided by landowners (e.g. Woodland Trust, John Muir Trust, SSIs, National Parks, estate factors etc.). Typically this will simply involve sticking to established public paths.</p> <p>New Action for 2023</p> <p>Where possible, we will source venues and activity areas which can be served by public transport. We will promote this as a travel option to our clients, partners, and associates.</p>	<p>business to various hotels and workshop venues.</p>	<p>collective capability needed to deliver unforgettable client experiences.</p> <p>The degree of governance reflects the level of risk perceived and assurance needed by the parties.</p>
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***APPENDIX 1**

OUR CLIENT MANIFESTO

		Planet (Env)	People (Social)	Profit (Gov)
1	We want to work with clients who invest in value rather than buy simply on price. Our work is not a commodity. Our work is bespoke and tailored to the high value outcomes our clients seek.			<input checked="" type="checkbox"/>
2	We will work closely with our clients to understand their desired outcomes, define specific outputs, identify boundaries and constraints, and develop a shared understanding of risk and its management. We will iterate our design together, and discuss changes to scope as soon as possible.			<input checked="" type="checkbox"/>
3	Our brand is invested in our clients' success and so we will want to know what clients will do with the work we do to together. We will want to understand how our work fits into our clients' overall strategic and/or developmental roadmaps. We will decline to work on the basis of a one-shot "fun & fizz" event.			<input checked="" type="checkbox"/>
4	We want to work with clients who have ESG strategies, including those working towards or have achieved B Corps certification.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5	We will work with clients who have a past record of misuse of resources or poor treatment of staff where we believe their intent is to undo past wrongs and improve their ways of working and look after their people and resources better.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
6	We will not knowingly work for a client where child-or forced-labour of any kind is known or strongly suspected in forming a part of their supply chain or production methods.		<input checked="" type="checkbox"/>	
7	We will not knowingly work for an organisation which supports the fracking or mining industries.	<input checked="" type="checkbox"/>		
8	We will not knowingly work for an organisation where fur trapping or fur farming is part of their product line.	<input checked="" type="checkbox"/>		