

Environmental and Sustainability Policy

Our Commitment

At Jenny Garrett Global (Reflexion Associates Limited), delivering sustainable impact is central to our mission. We're committed to minimising our environmental footprint and operating in ways that protect our planet for future generations.

Our Environmental Impact

As a training and coaching consultancy with a largely remote workforce, our main environmental impacts come from:

- Travel to client sites for face-to-face delivery
- Energy use in home offices and occasional venue hire
- Paper and materials for training delivery
- Digital technology and cloud services

What We're Doing

Reducing Travel

- We offer virtual delivery as standard, reducing the need for travel
- When face-to-face is needed, we encourage public transport and low-carbon options
- We group activities to minimise journeys where possible
- We're exploring carbon offset options for unavoidable travel

Reducing Waste

- We develop digital training materials to minimise printing
- When we do print, we use recycled paper
- We use cloud-based document sharing instead of physical handouts
- We aim to reduce paper use by 20% year-on-year

Energy and Technology

- We encourage energy-saving settings on devices
- We choose suppliers and venues with strong environmental credentials where possible

Working with Our Associates

We expect our associate facilitators and trainers to support these commitments. We provide guidance on sustainable travel and reducing materials, and maintain online resource libraries so associates don't need to print materials individually.

Monitoring and Improvement

We track our paper use and travel, and review this policy annually to identify improvements. We welcome ideas from our team and associates on how we can do better.

Signed: Jenny Garrett OBE

Date: December 2025

Next review: December 2026