

Playing our role as a business

Regarding climate change, alignment is once again firmly on our agenda, and so this year we have redoubled our efforts to hold ourselves to the same environmental standards we ask of our holdings. Though we have been carbon neutral since 2010 through offsetting, we have also set ourselves the target of reducing emissions per employee 38% by 2030 versus a 2019 base⁶ (please request our Climate Risk Policy for more details on this). This is part of our broader certification process as a 'B Corporation' (our application has just gone in), which forces us to formally integrate the values we have long lived by into our governance structures. We welcome feedback from readers on their own journeys in this direction.

⁶ We adopted the SBTi's recommendation of 4.2% annual linear reduction rate to be aligned with limiting global warming to 1.5°C. See <https://sciencebasedtargets.org/wp-content/uploads/2017/04/SBTi-manual.pdf>

