

SHOUT! COMMUNICATIONS
Environmental Policy

Shout! Communications was established in 2003 to provide broadcast PR support to in-house PR departments and PR agencies.

We are committed to comply with legislation, to continually improve our processes to prevent pollution, so lessening our impact on the environment. We provide training and education for our employees on environmental issues and monitor and review our environmental progress on an annual basis.

We have set ourselves specific objectives and targets which show that we are aware of our impact and that we are acting upon this knowledge.

- Wherever it is practicable to do so the company will use the best possible environmental practices in its activities and promote the recycling of materials.
- All employees, wherever practical to do so, are encouraged to improve the company's environmental impact by reducing waste and encouraging recycling.
- Conscious of the need to preserve resources, minimise waste and reduce the impact on the environment we aim to:
 1. measure our use of energy and water and reduce it by 10% by 2010.
 2. to reduce the amount of waster we produce by 15% by 2010 using a recycling system for paper, cardboard, packaging, bottles and cans.
 3. to use our buying power, wherever practicable, by buying local, fair-trade, recycled products from sustainable sources.
- Employees are encouraged to use public transport and share cars wherever possible. We aim to investigate the feasibility of providing a bike to work scheme by 2011.

The company's directors are ultimately responsible for environmental practices within the business, but all employees share responsibility, within their designated areas.

Our policy is reviewed at our annual Executive Meeting, but its effectiveness is measured during our day to day monitoring. Any changes are made and communicated as necessary.

A copy of this policy is issued to employees as part of their induction process. It is also available as part of our staff handbook and can be seen on the company's intranet and website.