

Sustainability Report

July 2026

At Cowshed we continue to take every opportunity to minimise the impact our activities, processes and services may have on the environment. We are committed to protecting the environment and making a positive difference by undertaking all activities in a responsible manner.

We regularly assess our key environmental impacts; minimising the use of paper, use of energy in the office, transport and production of goods for Cowshed's media campaigns, and production of waste.

In response to this, we have implemented an environmental management system (EMS) which is certificated annually by Green Dragon, and we report annually as part of our UN Global Compact commitments.

Our EMS focuses on:

- Increasing awareness of good environmental practice across our team and encouraging everyone to think creatively to reduce our environmental impact both inside and outside of work.
- Continually improving the environmental performance of our company by setting environmental objectives, targets and supporting programmes.
- Seeking out opportunities to reduce our energy & water use and associated carbon emissions, through investing in new technology and implementing equipment power downs & purchasing 100% renewable energy.
- Maximising energy and water efficiency and reducing consumption
- Wherever possible supporting local traders and suppliers, reducing mileage and increasing our contribution to the local economy.
- Including sustainable development principles in our procurement procedures
- Encouraging staff to walk, cycle or use public transport to get to work and to try to car share when working with external suppliers
- Continuing the use of recycled paper in office printers, double-sided printing policy and aiming to reduce paper use
- Continuing to use automated lighting and efficient LED lighting throughout the office.
- Continuing use and maintenance of Zip Water Boiler
- Maintaining a recognised Environmental Management system

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As part of our future actions for 2025-2026 we are pleased that we have met our targets.

- We have increased working with environmentally friendly clients by adding The Nature Service, a nationally coordinated initiative working across Wales to support nature recovery by strengthening skills, capacity and access to opportunities. It creates a visible, trusted identity that helps people from all backgrounds find and engage with volunteering, education, training, employment and early career pathways linked to restoring nature and responding to the climate emergency.
- We have started a staff initiative to reduce the amount of coffee cups that are brought into the office to reduce our waste. Staff have been issued with a company reusable cup and will receive a discount at a local coffee shop only with reusable cups.
- This year we have created a full Carbon Reduction Plan using UK Government guidance and will add further Scope 3 emission monitoring to our annual EMS and Green Dragon reports, including employee commuting, a deeper analysis of our business travel and production/filming impacts.
- We remain committed to Diverse Cymru's Cultural Competency Scheme to ensure our EDI efforts remain focused and impactful and were delighted to achieve a silver status in their certification awards.
- This year Cowshed have invested into Stump Up For Trees, a community driven initiative based in Abergavenny, aiming to plant a million trees in the Brecon Beacons area of South Wales. The charity focuses on woodland creation and enhancing biodiversity, collaborating with local farmers and volunteers (including staff from Cowshed) to plant trees in rural landscapes.
- Cowshed have been working with Business Wales to sign up to their Green Growth Pledge. This commitment works on considering several pledges to work towards within an agreed timeframe, to increase Cowshed's sustainability efforts.

We continue to limit the environmental impact of our Production activity, and the following practices are fully embedded into filming or shooting campaign material, including:

- Reducing travel by using local freelancers, i.e. North Wales based videographers when filming North Wales.
- Car sharing on shoots.
- Not expensing disposable bottles of water to encourage reusable ones.
- Hiring props or buying second hand as much as possible.
- Working with freelancers local to filming location to reduce travel implications.

Our sustainability report will be communicated to all members of staff, made publicly available and reviewed annually and revised, as necessary.

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Signed:

Date: