

GROW'S SUSTAINABILITY POLICY 2022

GROW is committed to operate our business in a way which aims to balance environmental impact, social equity & economy. Founded in 2014, we have referred to ourselves as an experiment in ethical & sustainable business & sustainability is central to all our decisions.

STRATEGY, AMBITIONS & TARGETS

- Commitment to protection of the environment, prevention of pollution, legal compliance & continual improvement
- Comply with legal requirements & stay abreast with changes & respond quickly & efficiently
- Develop & deliver milestones & review progress
- Provide leadership & support our team, partners, suppliers & contractors to share our commitments to this Policy & the Sustainability Action Plan.

ENVIRONMENT

- As a venue for cultural & community events with bar & kitchen, we endeavour to lower our impact on the environment in terms of our carbon emissions and wastage
- We use of eco-electricity (since 2015) to reduce carbon footprint & part of carbon reduction plan
- We work with product suppliers who commit to low environmental impact & source responsibly
- We reduce wastage from packaging, food, event materials & continue to upcycle/ reuse/recycle as much as possible
- We improve biodiversity & water quality with Grow's Floating Ecosystem in the River Lea

SOCIAL VALUE & ECONOMIES

- We pay London Living Wage, as a minimum, to all employees (in place since 2014)
- We provide work & partnership opportunities for local small, medium, micro-sized businesses & prioritise suppliers & partners from social enterprises, minority owned businesses & those who promote social mobility, diversity & inclusion
- We work with charities to raise funds & awareness
- We partner with local community, residents groups & enterprises on skill/knowledge sharing events
- We improve the health & wellbeing of local residents & employees with accessible community & cultural events & healthy food & drink options



EDUCATION, TRAINING & COMMUNICATION

We will raise awareness of the importance of sustainability and our commitment to it with our employees, partners & other interested parties (e.g local residents & wider audiences) through workshops, training & digital communications.

The directors, management & venue team are committed to the ambition of these policies & implementing the action plan.

Please see the Sustainability section & Grow's blog on our website for more information & details. www.growhackney.co.uk

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CO-FOUNDING DIRECTOR, 2022