

CLIMATE ACTION 2021

IM Sustainable

Climate Action at Immediate Media

**IMMEDIATE
MEDIA^{CO}**

IM Sustainable: Climate Impact Report 2021

“Immediate cares deeply about our people, audiences and wider society. Climate change is one of the defining challenges of the 21st century and we are committed to reducing the impact we have on the environment and helping drive understanding and change through the content we create.

We are a purpose-driven business that exists to create happiness and fulfilment each day, by helping everyone do what they love. We create content and experiences to inspire our audience’s passions. Having a positive impact on our environment to create a sustainable future is fundamental to this.

We’ve made real progress in the last few years in reducing our use of plastics and carbon and becoming a carbon-neutral company, but we know there’s more we can do.

This report outlines our progress and our ambitions. We’re committed to being transparent about our impacts and the actions to reduce them. Reducing carbon emissions is one of our key strategic goals. We’ll achieve this by setting ambitious targets for our business and supply chain, embedding sustainable practices in our day-to-day activities, as well as inspiring increased awareness and sustainability through our content.”

Tom Bureau, Executive Chairman
Immediate Media



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**WE ARE A
PURPOSE-DRIVEN
BUSINESS THAT
EXISTS TO CREATE
HAPPINESS**

OUR SUSTAINABILITY STRATEGY



**WE ARE
A CARBON
NEUTRAL
COMPANY**

Our sustainability strategy

Our mission is to be a net zero emissions company.

We are committed to driving change across four main pillars:



Managing our impact: net zero and carbon neutrality

- Reducing the carbon emissions of our activities and products, whether under our direct control or not.
- Offset unavoidable emissions to become carbon neutral.
- Improving our data collection processes and accuracy, including our supply chain, to help set clear reduction targets.
- Setting public, science-based net zero targets and a reporting process for accountability and delivery.



Championing sustainable sourcing and reducing waste

- We're introducing a sustainable procurement policy.
- We only partner with suppliers of sustainably sourced paper.
- We ensure that other core materials are ethically and sustainably sourced.
- We seek partners who are making significant progress in reducing carbon emissions.
- We're working to eliminate plastic packaging on the newsstand.
- We're recycling, reusing and redistributing more of our covermount gifts, aiming for a closed-loop system.
- We're constantly researching how to reduce the amount of plastic in our covermount gifts.
- We actively inform our readers how to dispose of our products responsibly.



Driving change beyond our operational boundaries

- We nurture partnerships across our sector to promote more sustainable processes.
- We actively participate in industry bodies focused on sustainability.



A platform for change

- Using the power of our brands to support and inspire sustainable, healthy, happy living.
- Training our staff in climate literacy and embedding a culture of sustainability.
- We empower our staff to make more sustainable choices.

WE'RE TRAINING OUR STAFF IN CLIMATE LITERACY

Our values

Our company values support our sustainability ambitions.



We care

We care about our audiences and the wider world, and are working to reduce the impact of our activities.



We succeed together

We will work collaboratively and share knowledge with the wider industry.



We never settle

We will learn from climate science and improve the way we do business.



We're bold

We will lead, innovate and inspire our industry and audiences by example.



We get on with it

We will move quickly and lead the way on social and environmental impact.



We enjoy the ride

We work with a sense of purpose and a commitment to make a better world.

1 MANAGING OUR IMPACT

**OUR OFFICES ARE
POWERED BY 100%
RENEWABLE ELECTRICITY**



Reducing plastic packaging and waste

Reducing waste is one of our key strategic aims

Our working environment

We're constantly striving to make our workplaces more sustainable

- We increased the renewable electricity supply in our offices from 27% in 2019 to 100% in 2021, saving 123 tonnes of carbon per year.
- We have efficient LED lighting in all our buildings, fitted with light sensors to prevent unnecessary energy consumption.
- We have instant hot water taps in all our kitchens, saving water and energy.
- We have 19 solar panels on our Bristol office roof.

Responsible procurement

We care about those who supply to us

- We work closely with specialist ethical consultants globally to build long-term relationships with producers and to ensure they comply with our ethical and auditing requirements.
- We encourage and equip suppliers to take ownership of constantly improving standards within their workplaces, and we have quarterly meetings to review progress and practices.
- More details on our ethical policy can be seen [here](#)

A sustainable workforce

We empower our staff to make sustainable choices

- We have a 'zero to landfill' policy in all our offices.
- We have clear signage at all our recycling points.
- 25% of our parking spaces have electric charging points.
- We offer the Cyclescheme, bike storage, showers and changing rooms.
- Our in-house caterers always provide meat-free options and choose sustainable suppliers.
- Our London office garden has been designed to maximise and encourage biodiversity.

Reducing plastic packaging and waste

Reducing waste is one of our major strategic aims

- 99% of our subscriber copies are mailed in paper wrap, saving over 100 tonnes of plastic per annum.
- In collaboration with our distributors, Frontline, we've led the industry in creating a system for unsold newsstand products to be reused or recycled.
- Alongside our distributor, Frontline, we use real-time sales data (the Sales-Based Replenishment System) to respond to customer demand, reducing the number of unsold magazines returned and recycled.
- We eliminated almost all polyethylene or foil-based wraps on our portfolio in 2021.
- We're members of the OPRL (the On-Pack Recycling Label) labelling scheme, giving clear guidance to readers on how to recycle every single element of our products.
- We report all our packaging and waste to the Environmental Agencies' National Packaging & Waste Database.

ALL OUR SUBSCRIBER COPIES ARE MAILED IN PAPER WRAP, SAVING OVER 100 TONNES OF PLASTIC PER ANNUM

Our progress: cutting our carbon

We've partnered with independent external experts RISE to measure, track and certify our work and help us understand which areas have the highest impact. Our 2021 footprint audit has also been verified by Simply Sustainable. Every year, our reporting improves to provide a more accurate understanding of our impacts and how we address them.

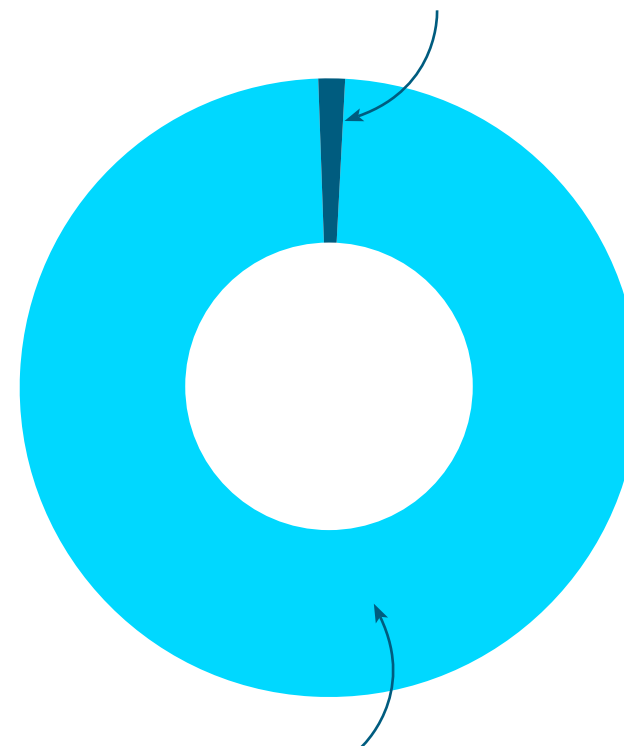
Our carbon reporting includes Immediate's London and Bristol offices and operations, based on research and data from across our entire supply chain.

We also work closely with our parent company, Hubert Burda Media, and follow the GHG Protocol and the Department for Environment, Food and Rural Affairs (DEFRA) carbon calculations.

Our carbon scope

Scopes form the basis for greenhouse gas reporting in the UK by categorising the different kinds of carbon emissions a company creates, both directly and through the supply chain.

Our emissions from **Scope 1** (gas boilers and company vehicles) and **Scope 2** (energy we buy, like the electricity in our offices) only make up 1.4% of our overall footprint.



Scope 3 (other parts of the supply chain) accounts for 98.6% of our carbon footprint.

Our impact

Our carbon footprint CO₂e (carbon dioxide equivalent) has fallen by 15% between 2019–2021:

2019: 39,481 tonnes CO₂e*

2021: 33,698 tonnes CO₂e*

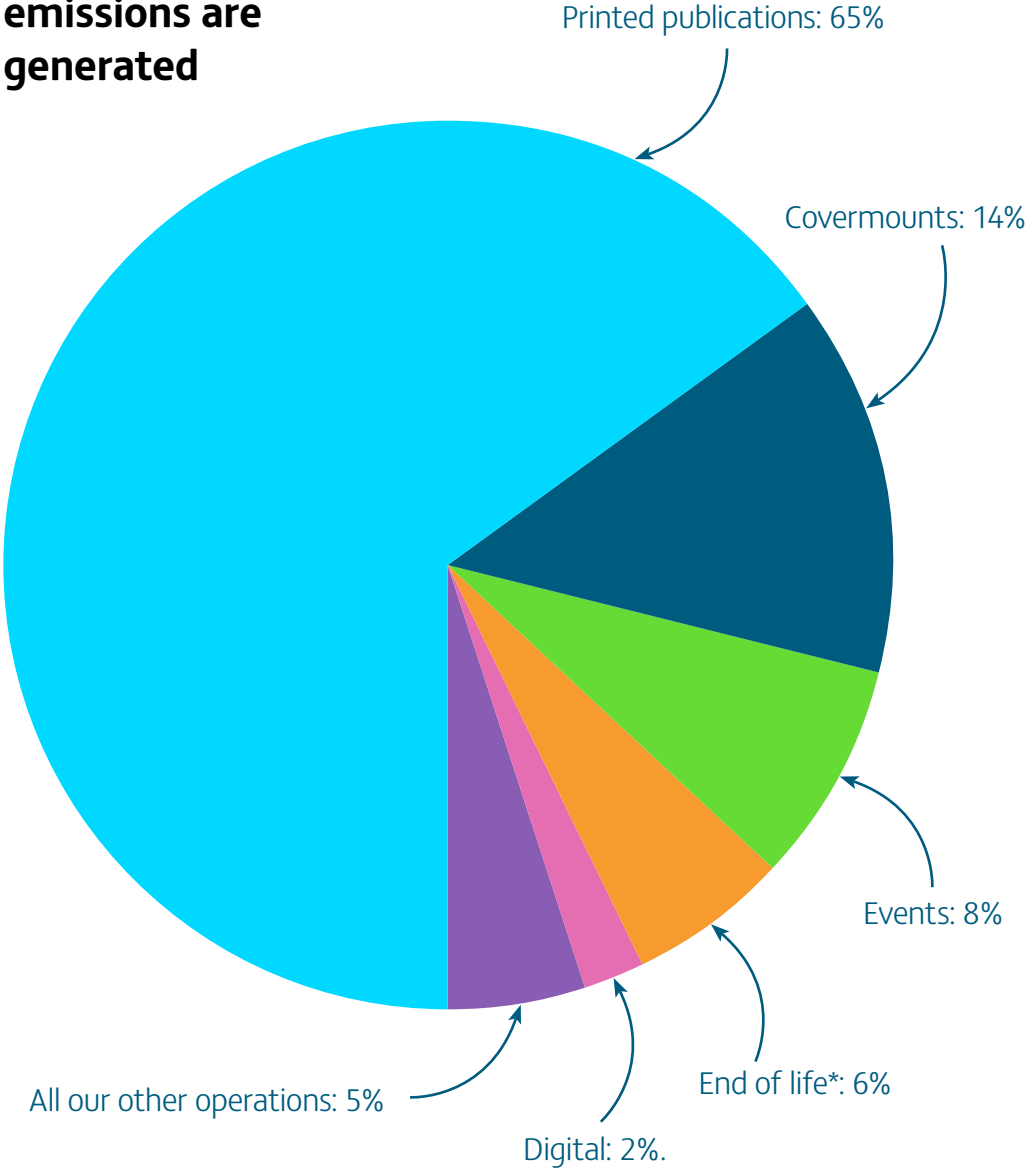
Our physical activity during 2021 was still affected by the impacts of the pandemic, so another way to compare our emissions factors year-on-year is to measure them against our turnover (CO₂e per £). Based on a financial intensity metric we reduced our emissions by 23% between 2019 and 2022**.

*Our 2019 figures have been recalculated to reflect improved supplier data and significant new learnings during the gathering and processing of our 2021 data. We have also widened the scope of reporting in 2021 so have retroactively adjusted data accordingly for 2019.

**We didn't calculate our footprint in 2020 due to the pandemic.

BETWEEN 2019 AND 2021 WE CUT OUR EMISSIONS BY 23%

How our emissions are generated



*Unsold magazines and readers' copies when they dispose of them

Our 2021 carbon emissions in detail

Emission type	2019	2021	+/-
Scope 1 Mobile fuels (cars, trucks etc) and stationary fuels (boilers, generators etc)	100	113	+13%
Scope 2 Stationary fuels (purchased electricity)	428	302	-29%
Scope 3 Waste (end-of-life covermounts)	30	23	-22%
Scope 3 Waste (end-of-life publications)	2,385	2,091	-12%
Scope 3 Waste (office)	2.0	0.7	-65%
Scope 3 Events (including readers' events)	4,666	2,674	-43%
Scope 3 Digital	796	671	-16%
Scope 3 Ecommerce and competitions	17	17	0%
Scope 3 Office materials	167	52	-68%
Scope 3 Printed publications: magazines	22,098	20,643	-7%
Scope 3 Printed publications: packaging	1,177	1,032	-12%
Scope 3 Printed publications: sticker sheets	281	246	-12%
Scope 3 Printed publications: covermounts	5,360	4,593	-14%
Scope 3 Printed publications: transport to finishing	95	83	-12%
Scope 3 Working from home	203	703	+346%
Scope 3 Commuting	1,402	303	-78%
Scope 3 Corporate travel	157	15	-90%
Scope 3 Water consumption	5	1	-78%
Scope 3 Fuels and electricity (freight and distribution)	114	134	+18%
Total emissions	39,481	33,698	-15%

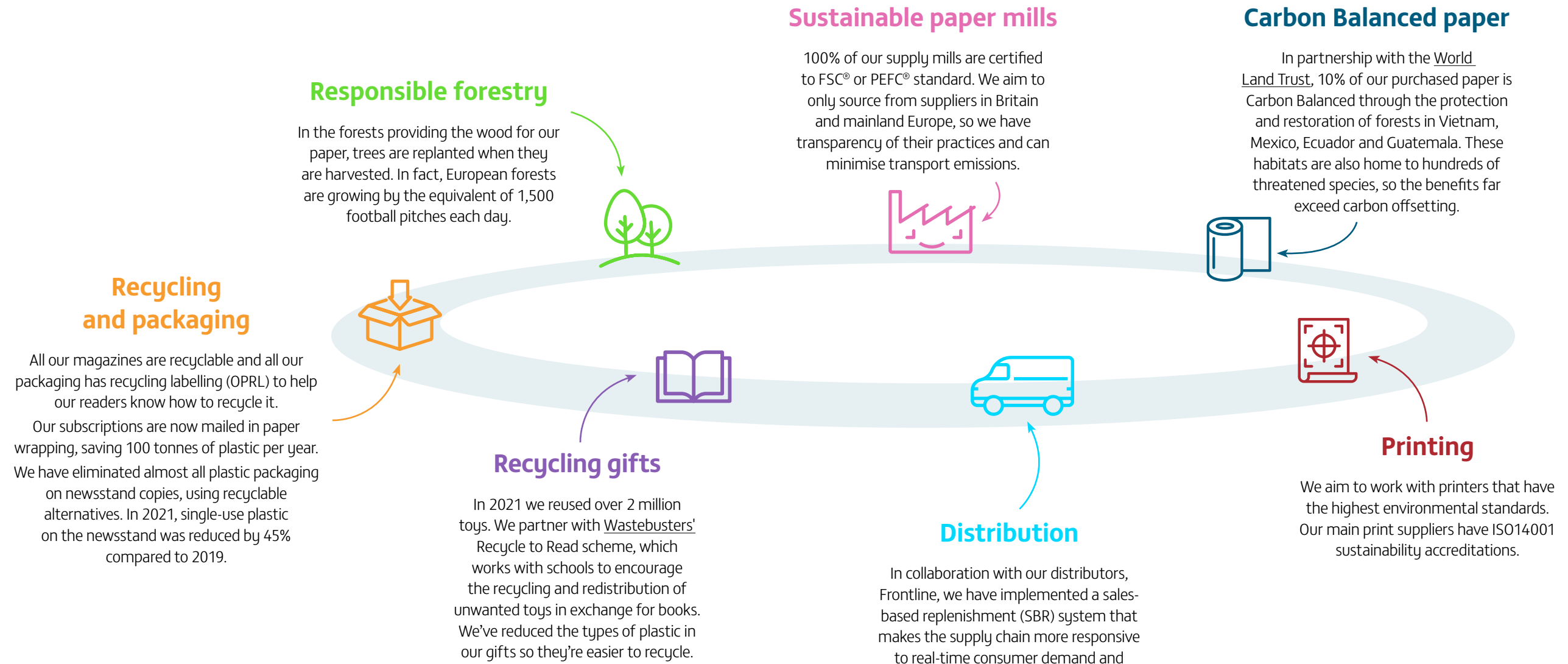
2

CHAMPIONING SUSTAINABLE SOURCING AND REDUCING WASTE

**100% OF
OUR PAPER IS
SUSTAINABLY
SOURCED***

*To FSC® and PEFC® standards

The circular journey of our magazines



OUR COVERMOUNT JOURNEY

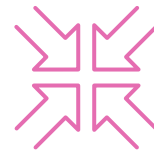


WE REUSED OVER
2 MILLION
GIFTS IN 2022

Covermounts

We create affordable, durable toys to be used in conjunction with our magazines to help the growth and development of our young customers, as they learn through play. We are actively working with the retail sector to ensure the toys we produce meet these criteria and help eliminate the use of unnecessary plastic.

In 2021 we formulated and implemented the first stage of our new covermounts sustainability strategy, which sets out clear targets and a five-year timeline to make our <https://www.google.com/>



Reduce

- We've pledged to reduce the amount of plastic in our gifts by 50% in 2022.
- We've reduced the number of different plastic types for easier recyclability.
- We're focused on maximising efficiencies to reduce waste.



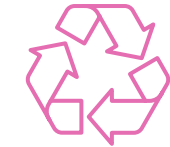
Remove

- We've reduced the number of polybags we use to a minimum.
- We no longer use foil bags.
- We've removed non-recyclable materials from our products, including glitter, polystyrene and EVA.



Replace

- We are increasingly replacing plastic with card, wood, metal and paper gifts.
- We have introduced recycled content into our plastic packaging.



Recycle

- We reused over 2 million unsold gifts in 2021 via our gift retention scheme, and over 12 million gifts since its launch in 2016.
- We're a founding member of Wastebusters' Recycle to Read scheme.
- We've introduced OPRL (on-pack recycling label) labelling on all our covermount gifts.
- We provide a service for readers to recycle unwanted magazine gifts.

WE'VE PLEDGED TO REDUCE THE AMOUNT OF PLASTIC IN OUR GIFTS BY 50% IN 2022

3

DRIVING CHANGE BEYOND OUR OPERATIONAL BOUNDARIES



**WE HAVE
OFFSET 274
TONNES OF
CO₂ EMISSIONS
FROM OUR
DIRECT
OPERATIONS**

Driving change beyond our operational boundaries

We work with the wider media industry, our clients, partners and suppliers to collaborate and share knowledge to achieve meaningful change.

Trade bodies

- PPA Net Zero Group
- AOP ESG Group
- IAB Sustainability Group
- Love Paper

Children's magazines

- Wastebuster's Recycle to Read scheme
- Media Start

Events

- Association of Event Organisers Sustainability Group

Reporting

- SECR
- ESOS Compliance
- Environmental Agencies' National Packaging & Waste Database



Becoming carbon neutral and supporting biodiversity

Carbon offsetting

While our key priority is reducing our environmental impact, we can never reduce it to zero. That's why we'll reduce the emissions in our direct control as much as we can and offset the remaining carbon to restore the balance.

Companies and products can be deemed carbon neutral if their emissions have been calculated and offset by supporting internationally verified projects. As well as reducing emissions, carbon offsetting also supports local communities on projects that contribute to the UN's Sustainable Development Goals, including improving access to clean drinking water, expanding local infrastructure, creating sustainable jobs and protecting biodiversity.

All the projects we support contribute to several of these goals.

For more information on our offsetting please scan this QR code:



The initiatives we supported in 2021:

The Plastic Bank Project, worldwide

Empowering ethical recycling communities in vulnerable coastal areas helps keep plastic out of the sea. Community members exchange plastic for life-improving benefits, such as health and life insurance, meal vouchers and secure income.

Forest protection, Mataven, Colombia

This initiative protects 1,150,200 hectares of tropical forest, safeguarding its biodiversity. It provides education, healthcare, sanitation and further social benefits for 16,000 Indigenous people. The project works with communities to improve living conditions and promote sustainable economic growth.

Wind energy, Nashik, India

Coal-based thermal power plants are one of the main sources of energy in India and one of the largest CO₂ emitters. This carbon offset project replaces parts of the fossil energy by feeding renewable wind energy into the regional power grid.

Supporting afforestation and biodiversity, UK

We donated £25,000 to the [Woodland Trust's Emergency Tree Fund](#) to help meet the UK's commitment to net zero by 2050. Funding from the Trust goes directly to local councils to help achieve its mission of establishing 50 million trees by 2025.



4

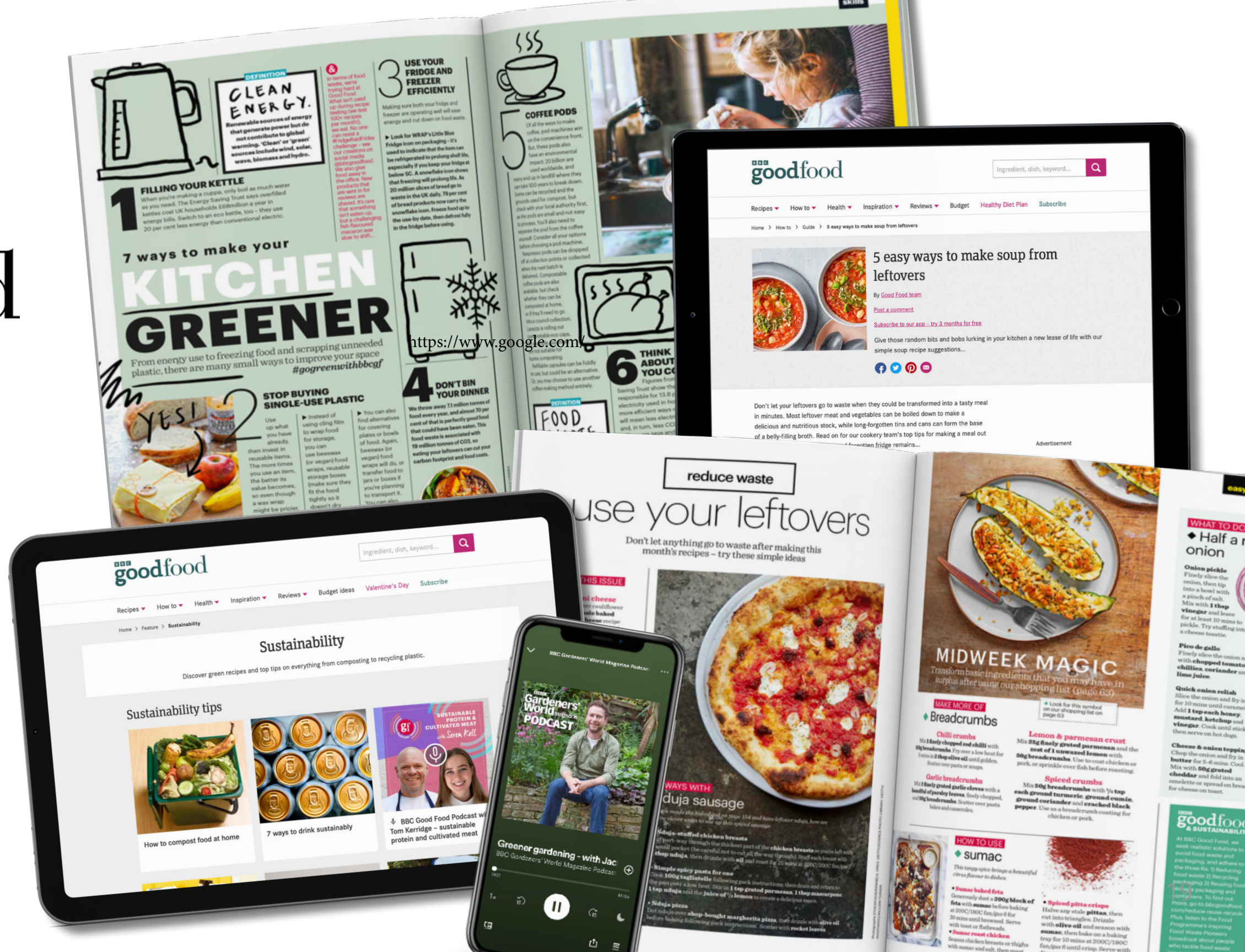
A PLATFORM FOR CHANGE

WE'RE COMMITTED
TO HELPING DRIVE
UNDERSTANDING AND
CHANGE THROUGH THE
CONTENT WE CREATE



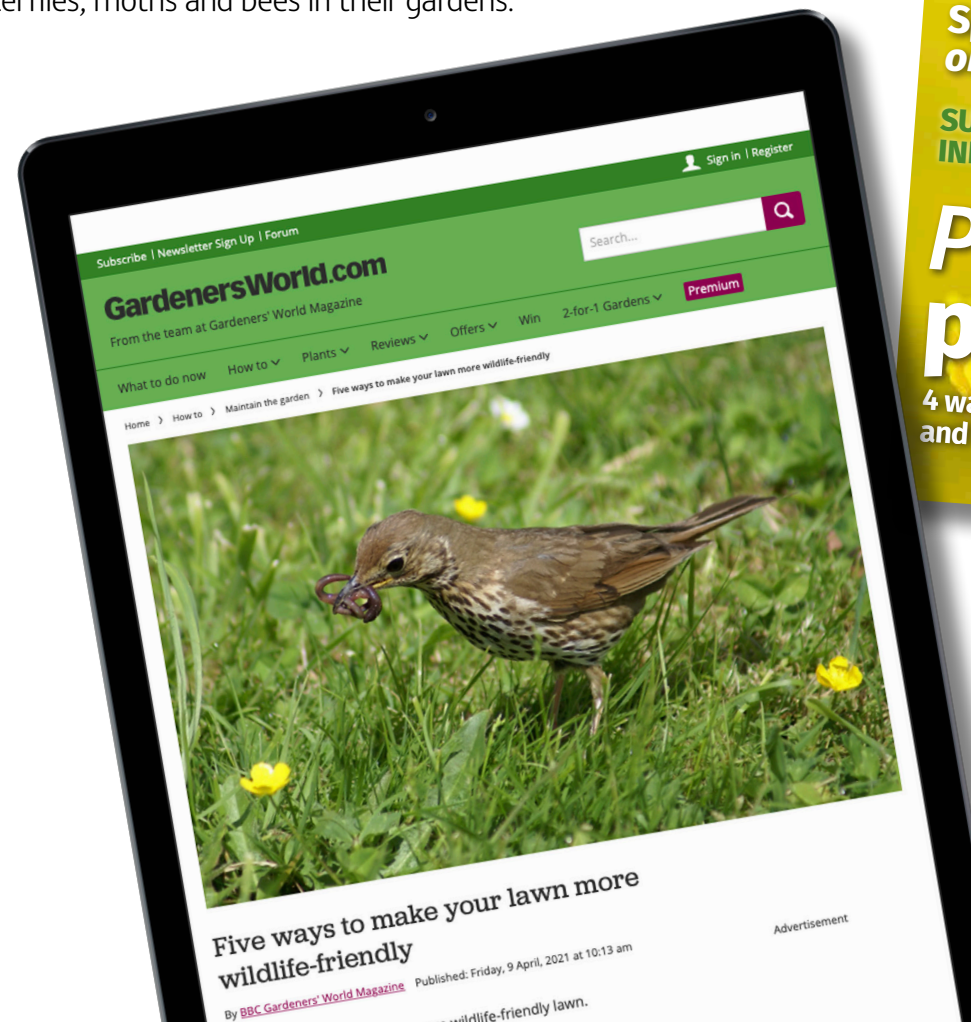
BBC goodfood

As constant companions in many people's kitchens – offering recipes, advice and ideas in print and online – our food titles have a unique opportunity to shape audience attitudes and behaviour towards reducing waste and energy use and other sustainable habits.



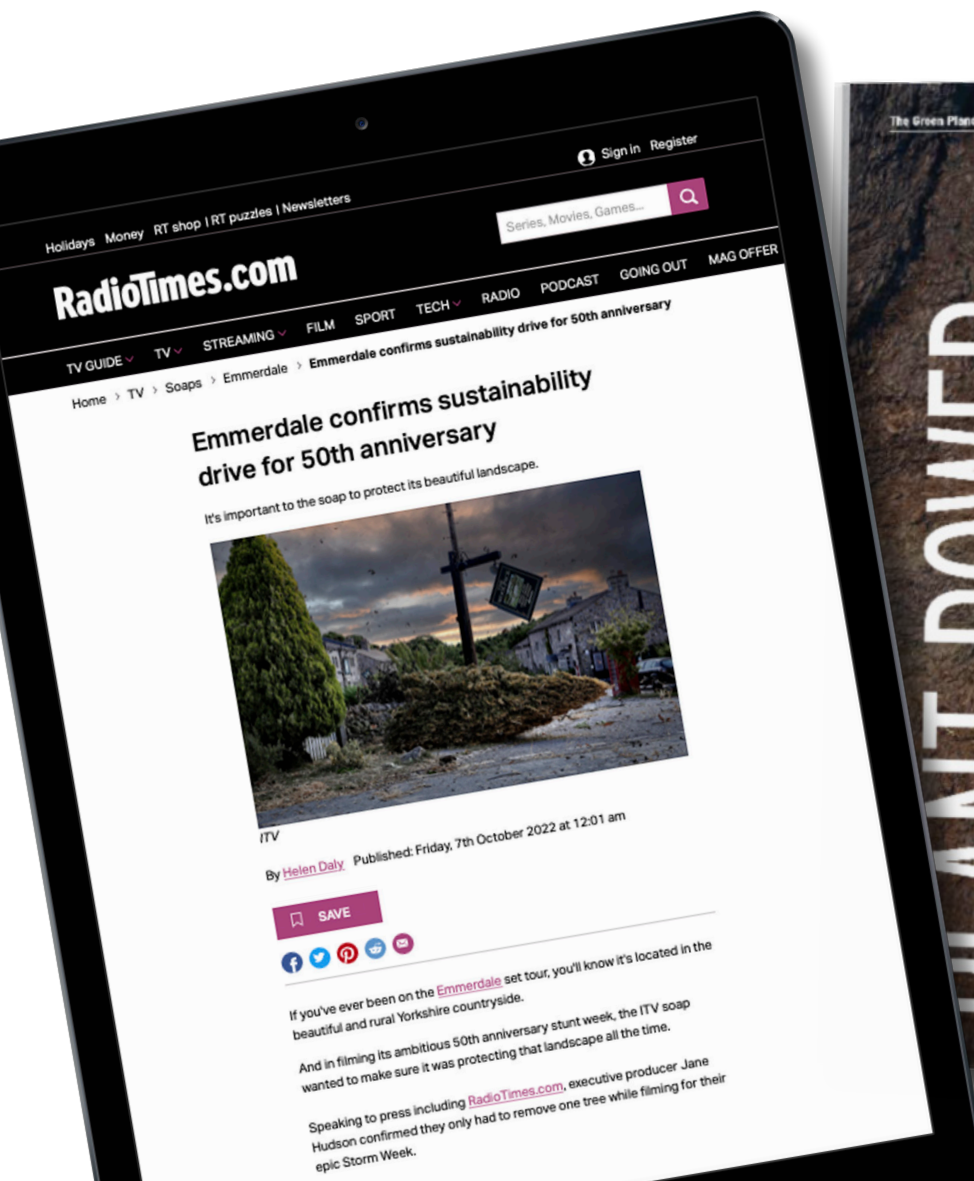
BBC Gardeners' World magazine

Gardeners have an important role to play in helping fight climate change and biodiversity loss. Our 'Put Pollinators First' campaign encouraged readers to garden with wildlife in mind and attracted fantastic awareness (81% among subscribers sampled), with most readers pledging to plant more for butterflies, moths and bees in their gardens.



RadioTimes

We understand that TV has a crucial part to play in reaching audiences with content that will help everyone understand and navigate the path to net zero and inspire them to make greener choices. We shine a spotlight on these inspirational programmes and climate heroes.



BBC COUNTRYFILE MAGAZINE

Environmental features are included in every issue, including the campaign for car-free National Parks, river pollution and the Scottish government's plans to become net zero.

BBC Ellie Harrison "Why we all need night, stars and time to wonder"

COUNTRYFILE SPECIAL ISSUE: YOUR COUNTRYSIDE NEEDS YOU!

ISSUE 162 / SPECIAL 2020 / £4.75

Green Britain

How to save the land we love

- Brilliant projects to heal the countryside
- 20 easy ways you can help the planet
- Inspiring eco-holidays and days out

Plus! REWILDING ROADSIDES
Save wildlife – stop the strimmers!

GET BACK TO NATURE
Escape to Devon, the UK's greenest county

WHAT'S THE PROBLEM? TOM HEAP ON THE CLIMATE CHALLENGE

SPECIAL REPORT

THE ROAD TO PEACE

As growing traffic threatens to spoil parts of our national parks with noise, fumes and delays, will we have to leave our cars at the park boundary? Andrew Griffiths asks whether technology can provide an answer

The 412 bus runs from Buxton to Ashbourne in the Peak District. It must be one of the most beautiful bus journeys in England, winding its way along country lanes as it crosses the River Dove, which marks the Derbyshire and Staffordshire border. The bus is one of the most visited National Park's routes and most visited villages, such as Tintworth, with its 17th-century hall. The village's famous well draws alone welcome 50,000 visitors a year. This bus should be packed to the gunnels with tourists, but instead the service has been cut to the bone. The Sunday service, which you would think the busiest used by visitors, was cancelled altogether in 2018.

As a result, there is plenty of time to contemplate the spectacular White Peak scenery, because the chances are you will be stuck up in traffic queues. As you watch yet another farmer waste half a day standing in traffic trying to reach his fields, it's tempting to think this is a price we must pay for our cars. It's a pity that a force at least as economic as the one which produced the landscape we have come to enjoy.

In the meantime, as new such – and the temptation to reduce carbon emissions so great – that national park leaders all over the country are starting to make the unthinkable: to limit or even ban private cars from our national parks.

EMERGENCY POWERS
We all see the pictures over the Covid-19 summer, as lockdown restrictions eased and people suddenly descended on the nation's landscapes. The people queuing to walk up Swadlow Moor, or the many cars that had been parked along the roadsides in the Lake District, the situation became so bad that park leaders all over the country were forced to close roads to cars, leaving a large number of visitors stranded. In the Lake District, the situation was so bad that park leaders all over the country were forced to close roads to cars, leaving a large number of visitors stranded.

CUTS TO R
The national need to get public transport increased, and the government has a Better Transport plan to increase the number of public transport services and to improve the quality of the services.

BEHIND THE HEADLINES

PLANNING FOR A LOW-CARBON FUTURE

This December, Glasgow will host COP26, a key international climate change conference. Mark Rowe finds out what it involves and asks, what can the world learn from the host nation about reducing carbon emissions?

WHAT IS COP26?
The Conference of the Parties (COP) is the 26th annual gathering to discuss climate change. COP is the key decision-making body of the United Nations Framework Convention on Climate Change, which has an international remit to stabilise and reduce greenhouse gas emissions. Held yearly by a year because of Covid-19, COP26 will be a meeting of heads of state and government ministers. This year's meeting is regarded as the most important for some time as it will provide a 'school report' on the extent to which countries have stuck to the carbon reduction pledges they made in the 2015 climate change treaty, the Paris Agreement.

DO THE UK'S ACTIONS MATCH ITS RHETORIC?
Earlier this year, Meg Hillier, chair of the Parliamentary Public Accounts Committee, concluded the Government had set itself a huge task in committing the UK to a net-zero economy by 2050. However, she said there was "little sign that it understands how to get there" and that, unless it goes on a path of "pivotal greater detail, the Government 'still has no plan'".

Previous COPs have resulted in a lack of teeth and any legal enforcement of agreements. Critics argue that, despite eye-catching headlines and pledges, the government has failed to deliver on the road and pace of any meaningful decisions that could be politically painful.

WHAT NEEDS TO BE DONE IN THE UK?
The Committee on Climate Change (CCC) recently marked the UK's net-zero target with a message that "the UK must do better". This June, the CCC produced its Independent Assessment of UK Climate Risk, and highlights potential impacts on the country's climate. It identified 18 risks such as impacts on freshwater environments and opportunities such as longer growing seasons that will benefit farmers, but found that more action was needed in 34 of these, from the national environment, homes and infrastructure to the economy. Current action is only deemed adequate in four cases. The authors of the report noted: "Adaptation action has failed to keep pace with the worsening reality of climate risk."

The CCC identified eight priorities that should be addressed at the highest levels of government within two years, including: flooding, damage to crops and soil health.

RIVER ECOLOGY

How to heal our rivers

Britain's rivers are in crisis. So how do we resolve the problems and restore these waterways to clean and healthy habitats, fit for the future?

By Nicola Cuthbert

"Everything you throw in the ditch ends up in the river," wrote Ted Hughes, in a stark reminder that our waste ends up in rivers – and that how we treat our rivers reflects upon us.

Britain's rivers are currently in a real state, beset by pollution. A recent parliamentary report described many of our waterways as a "black and white" of sewage, slurry and plastic. Calls to clean up our rivers are growing ever louder, thanks to the work of passionate community groups and local government campaigns, including the famous 'Keep Britain Tidy' campaign.

NO PLACE FOR POO
Sewage pollution has been the headline with water companies vilified for treating our rivers as open sewers. Water companies are permitted to release untreated sewage if 'storm overflows' prevent any risk of flooding up into homes or streets. When the weather is dry, the sewage is treated and released into the river.

ABOVE Algal blooms caused by phosphorus pollution can smother freshwater life, as seen here on the River Wye in Llanthysilio, Gwent.

What looked like the bed of the river was actually a grey mound of wet wipes

workplaces. One study of rivers in South Wales found that 10% of the river bed was covered in wet wipes.

CHEMICAL SOUP
Pollution from chemicals is a real issue, too, with every river in England and Wales.

CLIMATE CHANGE POLICY CHANGING?

emissions by 78% by 2035

The international target is to reduce emissions by 78% by 2035, compared to 1990 levels. Other targets include a ban on the installation of gas and oil boilers in new homes by 2025, and new cars and vans powered wholly by petrol and diesel will not be sold in the UK from 2030 (although hybrids will be permitted). Through its presidency of COP26, the UK is urging countries and companies to join it in working to deliver net-zero by the middle of the century.

BBC Wildlife

Content highlights have included sharing UK butterfly data with tips on helping sustain the population, a citizen science project to introduce large marsh grasshoppers to the UK, and features on how NFTs can harm or help the environment, and eco tourism in Costa Rica.



Youth and children's

We create fun, informative content that introduces our young readers to the concept of 'reduce, reuse, recycle'. For this age group we use generally environmentally conscious messaging about helping the planet by recycling, reusing materials for crafts, turning old things into new things, and raising awareness of nature.



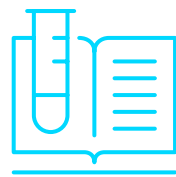
What's next?

While we've made progress in reducing our use of plastic and carbon emissions in our control, we know there's more to be done. Using our data and specialist expertise, we've set targets for 2022 to help us achieve our goals.



Carbon measurement and reporting

- We're strengthening and widening our carbon data collection to include more of our Scope 3 emissions.
- We're collaborating with our industry to better understand how we measure our digital footprint.
- We're developing a structured reporting process for accountability and delivery, and will report via our website and The Carbon Disclosures Project.
- We'll use industry-specific carbon calculators to measure different areas of our business to identify carbon hotspots and introduce strategies to reduce emissions.



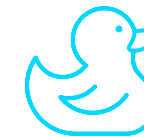
Science-based targets for net zero

- We'll use our 2021 audit as our baseline year and announce targets in 2023 in line with the latest climate science.



Print products

- We'll continue to make informed choices about the types of paper we use and where we print our magazines.
- We'll work with the PPA Sustainability Group, paper mills and printers to understand their climate targets and support them to make sustainable choices, including switching to renewable resources, reviewing transport methods, and using more sustainable processes.



Covermounts and plastics

- We've pledged to reduce the plastic used in our covermount gifts by 50% and significantly reduce the number of polybags we use on our publications.
- We'll stop using PVC in blister packaging, foil bags and non-recyclable materials (glitter, polystyrene and EVA).
- We're exploring creating gifts wholly from recycled plastic.
- We're investigating reducing the number of plastic blister packs we use for our gifts and are exploring alternative sustainable methods for attaching our gifts.
- We're hiring a designer focused on sustainability to improve product development.
- We are exploring creating gifts which include recycled plastic.



Responsible procurement

- We're introducing a new set of sustainable procurement principles for our largest suppliers, assessing their environmental credentials and encouraging them to take climate action.
- We're introducing climate clauses into our contracts, supported by The Chancery Lane Project.



Content

- We'll use the power of our brands and audiences to make a positive impact on the planet. We've formed an Editorial Sustainability Group to maximise the impact our content can have.



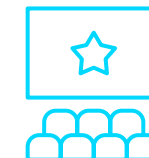
Waste and packaging

- We pledged to make all our packaging recyclable at home.
- We're working with partners to keep our returns rate as low as possible.
- We'll stop using polyethylene and foil-based wraps.



Engaging our people

- We're introducing mandatory climate literacy training for our staff to make informed decisions at work and home.
- We'll offer our people sustainable and ethical pension choices.



Events

- We're joining isla, who are working to accelerate the events industry transition to a sustainable future.
- We'll partner with Ecologi to offer visitors the option to buy trees to offset their journey to our events.

Our sustainability roadmap

2019

- Sustainability Leadership Team created.
- First carbon footprint calculated.
- Joined Two Sides Love Paper campaign.
- Started to report our energy usage and efficiency through ESOS and SECR.

2020

- Switched to 100% renewable energy in our offices.
- Implemented 'zero waste to landfill' in our offices.
- Reduced single-use plastic packaging on our newsstand products by 33%.

2021

- Second carbon footprint calculated by RISE and verified by Simply Sustainable.
- Supported The Woodland Trust's Emergency Tree Fund.
- Increased the use of carbon-balanced paper to 10%.
- Joined Wastebuster's Recycle to Read scheme.
- Reused more than 2 million toys.
- Set targets to reduce plastic and packaging in covermount gifts.
- 99% of subscriber copies mailed in paper wrap, saving over 100 tonnes of plastic a year.
- Became a carbon neutral company.

2022

- Appointed a Sustainability Lead in a newly created role.
- Developed emissions model and tracking tool.
- Adopted industry-leading carbon calculators for events, ad production and video.
- Joined sustainable events organisation isla.
- Reported through the Carbon Disclosure Project (CDP).
- Set targets to remove or reduce plastics in all our packaging.

2023

- Launch revised company-wide sustainability strategy.
- Develop a net zero plan, validated by SBTi.
- Join Ad Net Zero and implement a sustainable advertising strategy.
- Climate literacy training for all staff.
- Develop a Sustainability Academy open to all staff
- Recruit a Green Team to help engage and inspire Immediate people to think and act sustainably
- Establish Editorial Sustainability Group to amplify the impact of our editorial content.

Thank you

Together with our team and our supply chain we are proud of what we've achieved so far, and we're even more excited about the journey ahead. Thank you to everyone who has helped us along the way.

If you have any questions about this report please contact
sustainability@immediate.co.uk

Eagle House in
Bristol was refitted
in 2019 with
sustainability
in mind

