



Environmental & Sustainability Policy

Our Commitment

At Novi (Forward Ladies Limited), we're committed to minimising our environmental footprint and operating in ways that support a more sustainable future, so far as is practicable for a small, service-based business.

Our Environmental Impact

As a leadership development consultancy that also delivers programmes, coaching and events, with a largely remote-first working style, our main environmental impacts come from:

- Travel to client sites, workshops and events for face-to-face delivery
- Energy use in home working and occasional venue hire, including for the annual Novi Awards
- Paper and materials for workshops, programmes and event delivery
- Digital technology and cloud services

What We're Doing

Reducing Travel

- We offer virtual delivery as standard for coaching and many workshops, reducing the need for travel
- When face-to-face delivery is needed, we encourage public transport and low-carbon travel options
- We group activities to minimise journeys where practicable
- We do not currently purchase carbon offsets as a matter of routine, as we want to be confident any scheme we use delivers genuine, verified reductions rather than a token gesture.

Reducing Waste

- We favour digital training materials to minimise printing
- When we do print (e.g. for in-person workshops or the Novi Awards), we use recycled paper where available
- We use cloud-based document sharing in preference to physical handouts
- We aim to reduce paper use year-on-year, tracking this informally as we grow

Energy and Technology

- We encourage energy-saving settings on devices
- We choose suppliers and venues with reasonable regard to their own environmental credentials where a choice is available

Working with Our Associates

We expect our associate facilitators, speakers and coaches to support these commitments. We share guidance on sustainable travel and reducing materials, and use online resource sharing so associates don't need to print materials individually.

Monitoring and Improvement

We don't currently set formal, measured emissions targets or a net-zero date — our approach is to make the best sustainable choice practicable in each business decision, informally tracking paper use and travel as we grow, and reviewing this policy annually to identify improvements. We welcome ideas from our team and associates on how we can do better, and will consider client-specific environmental requirements, including any request for measured targets, where these are raised as part of a commercial engagement.

Review

This policy is reviewed at least annually by Griselda Togobo.

Approved by: Griselda Togobo Date: 12 August 2026