

Sustainability statement February 2026

Cambio was founded on principles of sustainability and thrift. From day one we have purchased polystyrene boxes from University departments for re-use (and a contribution to their social/environmental funds).

We are committed to Net Zero, and monitor our carbon footprint for this area and seek to reduce it in the following ways:

Travel & freight:

- We have no company cars
- We endeavour to meet virtually rather than in person to reduce business travel
- We operate a flexible working environment to reduce employee commuting
- We use UPS's carbon neutral option on every UPS shipment (while recognising its limitations)
- Consolidation of orders where possible

Power:

- We buy our electricity from Ecotricity (and have no gas)
- We have triple-glazed our office space
- We have installed LED lighting
- We have contacted our landlord about the possibility of installing solar panels

Waste disposal:

- We re-use as much as possible (particularly packaging) so it doesn't enter the waste stream
- We recycle as much as possible where it cannot be re-used
- We minimise non-recyclable waste
- Any hazardous waste is disposed of through approved contractors

Monitoring:

- We monitor scopes 1, 2 and 3 of our carbon footprint, and are pleased to report a year on year decrease

- We refresh our knowledge on this vital issue by attending webinars

Bio-diversity

We have supported a local charity by buying three large planters which are located at our site. These are filled with spring bulbs and annuals. The planting is designed to make resources available for pollinators for as much of the year as possible. As well as looking good and boosting our wellbeing.

Off-setting

Accepting that this is a course of last resort, we have explored various options with a critical eye. This has led to contributions to The Woodland Trust equivalent to our calculated carbon footprint. While not an accredited off-setting organisation, The Woodland Trust is well-placed to offer protection to an existing, vital, UK carbon store.

We also plan to investigate opportunities to support peatland generation and kelp projects, as these seem to be even more effective than woodland.