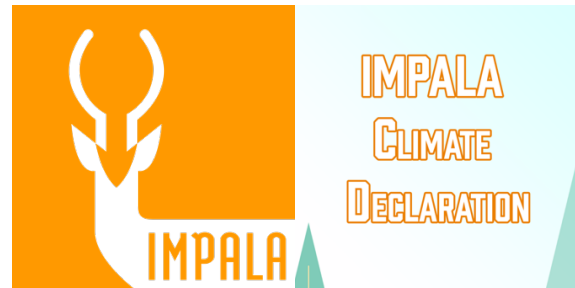


IMPALA CLIMATE DECLARATION FOR INDIVIDUAL COMPANIES April 2022



For individual IMPALA member companies to individually commit to (voluntary basis - possibly 'opting in' opens up access to the IMPALA Creative Green Tools platform). These commitments support the overall IMPALA commitment for net positive by 2030 and concrete steps to achieve the interim target of net zero by 2026.

As a member of IMPALA I support climate action in the sector and commit to:

1. Contribute to the ambition of the European independent recording sector to be climate positive by 2030 and aim for an interim target of net zero greenhouse gas emissions from my operations, business travel, manufacturing, and physical distribution by 2026.
2. Measure and reduce the greenhouse gas emissions from my operations, business travel, manufacturing, and physical distribution.
3. Publicly disclose my greenhouse gas emissions and progress against my environmental targets on an annual basis, and report back centrally to IMPALA.
4. Source (and/or generate) renewable electricity for my office and other owned/leased buildings by 2026.
5. Prioritise manufacturers that are powered by electricity sourced from renewable sources.
6. Prioritise suppliers & distributors that have their own environmental policy and Science-Based Target initiative compliant target in place.
7. Enact a sustainable procurement policy that includes a requirement for all paper and card used in my physical manufacturing to be 100% FSC certified (+/or a target for recycled content) by 2022.
8. Take action to reduce the environmental impact of my business in other areas, such as pension investments.
9. Dedicate at least one day on social media per year to highlight climate and environmental issues, and support artists who are speaking out on these themes.

End.