

SUSTAINABILITY POLICY

ORGANISEDCONFUSION™ RECOGNISES THAT SUSTAINABLE DEVELOPMENT MEETS THE NEEDS OF THE PRESENT WITHOUT COMPROMISING THE ABILITY OF FUTURE GENERATIONS TO MEET THEIR OWN NEEDS. WE ACCEPT THAT OUR ROUTINE, DAILY ACTIVITIES INEVITABLY IMPACT UPON THE ENVIRONMENT IN VARIOUS WAYS AND WE WISH TO MINIMISE OUR HARMFUL IMPACT WHEREVER AND WHENEVER WE CAN.

This policy has the unequivocal support of the Company's Directors and Management and is issued in written form to all staff.

We accept our responsibilities as a private commercial venture to develop, implement, maintain and review our sustainability policy and, to this end, we will:

- ensure that our staff are aware of, are trained in and are motivated to the application of our policy.
- actively encourage our staff to support and co-operate with similar, relevant policies operated by our customers, suppliers and working partners.
- actively encourage our customers, suppliers and working partners to develop and implement sustainability policies if they have not done so.
- comply and co-operate with all relevant legislation and, where none exists, establish our own standards.
- minimise waste in all our operations and develop office procedures supportive of this aim.
- recycle waste whenever possible in co-operation with local authority and other related initiatives and ensure that our office procedures are supportive of this aim and include the purchase of recycled materials.
- wherever practicable use energy efficient and energy saving products and procedures.
- seek environmentally and socially responsible options when purchasing goods and services.
- encourage our staff and visitors to minimise their impact on the environment by using public and other means of transportation.
- within our sphere of industry influence, actively support the development of at least minimum sustainability standards.
- establish measurable sustainability targets and review and regularly report upon our progress.

Signed on Behalf of organisedconfusion™

Robert Pharréll **Creative Director**

30th September 2007