



The Random House Group

Group Environment Policy

Responsibility for the Environment

Environmental protection is an integral part of The Random House Group's corporate social responsibility and operating philosophy. We are committed to reducing our environmental impacts and believe that good performance in this area is synonymous with running a well managed efficient business.

Responsibility for environmental performance rests with the Board and Executive Committee while day-to-day management is the responsibility of the Environment Committee, composed of representatives from the various Group companies.

We are committed to the following 10 key points:

- complying with relevant legislation and regulations
- reducing our carbon emissions
- environmentally responsible procurement
- sourcing forest stewardship council (FSC) certified paper for books
- responsible use of natural resources in the production and distribution of our books
- regularly reviewing and developing appropriate indicators to monitor our core impact on the environment
- setting appropriate annual objectives/targets and reporting on our progress
- reduction of waste
- improved recycling of waster paper and packaging materials
- monitoring our suppliers' environmental management arrangements

Involvement of employees and suppliers

We acknowledge that active involvement of our employees and suppliers is an important pre-condition for high environmental performance.

We actively encourage participation amongst our employees in all environmental matters and have been overwhelmed by their enthusiasm. Many of their ideas are being reviewed in our Environmental Action List.

We expect similar commitment from our suppliers and contractors as well as appropriately high environmental standards and compliance.

Environmental plan

One of the key elements in the management of environmental issues within the Random House Group is the development of an Environmental Plan. The Group's 3 year Environmental Plan for the period 2007 – 2009 details the key headline investigations and objectives intended to improve our environmental performance. The specific action points that make up these headline objectives are documented in the Environment Action Plan List. The Environmental Committee is responsible for progressing the action points in consultation with Group management.

Carbon footprint and carbon emissions

We have recently had our June 05-June 06 carbon footprint assessed by *The Climate Group* .
Summary details as follows:

Electricity/Gas
4,204.89 tonnes

Passenger Transport
725.79 tonnes

Freight
1,794.88 tonnes

Total
6,725.56 tonnes

Our 2006 and 2007 sales conferences were carbon neutral.

We intend to conduct a footprint assessment of 2007 in early 2008.

Additionally, in tandem with of *The Carbon Trust*, we have had an audit undertaken of key carbon emission reduction opportunities. Many of these are now being reviewed in our Environmental Action Plan List.

Plant a tree project

Each year we set aside money to plant trees. Established in 2005, this project is part of our responsibility for the environment and a feature of our Environment policy.

- Our books come from trees and so, as a publishing house, we have a responsibility for the environment
- Planting trees is a significant contribution to environmental conservation by improving local biodiversity, enhancing natural beauty and preventing soil erosion.
- Tree planting also improves lives and livelihoods of the local communities; trees provide income (through sale of timber, firewood, fodder, fruits), food (fruits), improved food productivity (because of improved soils), building materials, fencing materials, fencing materials and many other life benefits.
- Finally, scientific research shows that standing forests hold 20% of the world's carbon and so, at this time of increased concern about carbon emissions and as part our corporate strategy to reduce emissions, tree planting in these forests helps to maintain this carbon reserve.

In 2005 we planted 1000 trees (nr Wellingborough) in tandem with the *Woodland Trust* and, with the support of one of our paper suppliers, *StoraEnso*, a further 100 trees at our TBS Distribution centre (Frating, Essex). Our 2006 & 2007 projects will be with the *Green Belt Movement* who will be planting 2000 indigenous trees in the forests of Nairobi.

Information

We will implement this policy throughout our business operations in the UK and will work to continuously improve our environmental performance. We will also issue regular updates to keep our employees, customers and other interested stakeholders informed about our environmental activities. This policy will be reviewed annually.

01.08.2007

