



Pyrrhic Press ESG Framework

Environmental (E)

- **Near-Zero Footprint Operations**

Pyrrhic Press is committed to minimizing its environmental impact. We maintain a near-zero footprint by emphasizing digital resources, adopting print-on-demand (POD) exclusively, and utilizing recycled materials wherever possible. This approach eliminates overproduction and significantly reduces waste.
 - **Energy Conservation and Efficiency**

Our operations are primarily digital, and all meetings are held remotely, reducing travel emissions. Additionally, we closely monitor and aim to reduce electricity consumption year-over-year. Our commitment to data-driven energy management helps us identify trends and optimize for lower usage, further supporting our sustainability goals.
 - **Sustainable Resource Use**

By using recycled materials for POD, we contribute to a circular economy, minimizing the demand for new resources. This aligns with our 2030 sustainability goal to remain near-zero impact by reducing reliance on non-renewable materials.
 - **Climate Change Mitigation**

Pyrrhic Press actively supports climate-positive initiatives, including digital-first publishing, remote-only meetings, and a commitment to print-on-demand. We continuously explore additional ways to further reduce our carbon footprint and environmental impact.
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Social (S)

- **Accessibility and Inclusivity**

We prioritize open access to knowledge, offering resources that are free from paywalls, registration, or geographic limitations. This commitment to accessibility fosters global literacy and ensures that individuals from diverse backgrounds can benefit from our publications.
- **Employee Well-being and Work-Life Balance**

As a fully remote company, Pyrrhic Press offers flexibility, promoting work-life balance and reducing employee stress related to commuting. Our remote setup supports a culture of inclusivity and adaptability, which contributes to a positive work environment.

- **Community Engagement and Education**

Pyrrhic Press collaborates with educational institutions, libraries, and professional organizations to provide resources and promote literacy and learning. By offering open-access content and resources, we aim to empower readers and professionals worldwide.

- **Ethical and Responsible Content**

Pyrrhic Press is committed to producing high-quality, ethically sourced content. Our guidelines ensure that all published materials uphold standards of accuracy, respect, and integrity, making us a trusted source of information.

Governance (G)

- **Transparency and Accountability**

We maintain open and transparent practices in all areas of our business. This includes clear communication with authors, readers, and partners, ensuring trust and accountability in our publishing process.

- **Data Privacy and Security**

Pyrrhic Press is dedicated to safeguarding user data, with robust data privacy protocols in place to protect personal information. We prioritize digital security, reinforcing trust in our online platform and ensuring a secure user experience.

- **Fair and Equitable Publishing Practices**

We uphold fairness and equality in our publishing policies, ensuring that all contributors are treated with respect and given equal opportunity. Our fair and inclusive approach extends to authors, editors, and all other stakeholders involved in our publishing process.

- **Sustainability Governance**

To uphold our environmental and social commitments, Pyrrhic Press regularly reviews sustainability policies and progress against our goals. We are dedicated to improving our operations in line with ESG standards, holding ourselves accountable to high ethical and sustainability standards.

ESG Goals and Commitments

1. **Environmental**

- Achieve and maintain near-zero footprint through a digital-first, POD-only, and recycled-material approach.
- Target year-over-year reductions in electricity usage.

2. **Social**

- Ensure global accessibility and inclusivity in all publications.

- Strengthen partnerships with educational institutions to enhance community engagement.

3. Governance

- Continuously improve transparency and data privacy measures.
- Regularly review and update our ESG policies to align with industry standards and emerging best practices.

This ESG framework aligns with Pyrrhic Press's mission and operations, demonstrating our commitment to environmental responsibility, social equity, and ethical governance. It supports sustainable growth and reinforces our role as a responsible publisher and resource provider.