



THE NORTH SIX IMPACT REPORT

'DO GOOD, BE GOOD' IS OUR MOTTO. THE WORLD IS CHANGING, AND AT NORTH SIX, WE HAVE TAKEN ON THE CHALLENGE OF FINDING NEW WAYS TO WORK – ADAPTING AND EVOLVING TO MEET THE TIMES.

OUR APPROACH ISN'T BY ANY MEANS PERFECT. WE ARE ON A JOURNEY WHERE OUR STRATEGY UPDATES CONTINUALLY AS WE GARNER NEW KNOWLEDGE – AND WE HOPE TO SHARE THIS WITH YOU IN AN HONEST AND HOLISTIC WAY. WE DON'T OFTEN SHOUT ABOUT WHAT WE DO, BUT WE WANT TO SHARE OUR APPROACH TO ENCOURAGE CONVERSATION AND FIND NEW WAYS TO COLLABORATE.

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PLANET

PLANET

INTRODUCTION

We believe in the power of long-term thinking, and to address the challenges associated with running our business in a changing world, we are implementing new ways of working. The fashion industry is one of the largest emitters of carbon. We work to reduce our carbon footprint, we measure all elements of our business operations, and we offset what we do emit.

In December 2022, we became a **B-Corp**. This certification process took sixteen months and encouraged us to think deeply about our work and its impact on the planet. We scored an overall score of 82.2 which is representative of our efforts to curb emissions and reflective of the workplaces we foster across the globe in our offices and the sets we create.

“ **OUR APPROACH IS STILL A WORK IN PROGRESS, AND IT IS BY NO MEANS PERFECT. WE INVITE CONVERSATIONS WITH THE PEOPLE WE WORK WITH AND ASK THEM TO COME ON THIS JOURNEY. HOWEVER, THROUGH OUR THREE-PRONG APPROACH: REDUCE, MEASURE, AND OFFSET, WE HAVE MORE CONFIDENCE THAT WE KNOW WHERE WE ARE, SO WE CAN FIGURE OUT WHAT WE HAVE TO DO FOR THE FUTURE.** ”



PLANET

MEASURE

At North Six, we measure all elements of each production to calculate the carbon emissions.

A business-class flight from Los Angeles to Madrid

4170 kg Co₂, the equivalent of 269 beef steaks or 5212 250ml glasses of milk

An economy flight from Paris to Mexico City

1412 kg Co₂, the same as driving a Land Rover for 3790 km or producing 102 wool jumpers

An equipment truck from London to Manchester using fuel

106 kg of Co₂, the same amount as continuously using a hairdryer for 238 hours (almost ten days)

One night in a 5-star hotel

36 kg of Co₂, the equivalent of 51 loads of laundry air dried and 15 loads washed and put in the dryer

Continuous and flash lighting equipment used for 8 hours

55 kg of Co₂, double what an average person in the UK emits each day

Catering for 40 people, traveling a delivery distance of 7 miles

74 kg of Co₂, the same as 11 gallons of gasoline or 245 cups of coffee

A case of clothing weighing 20 kg sent by air from London to New York

140 kg of Co₂, the amount emitted when producing four MacBook Pros

A set built of plasterboard measuring 48.5 square feet

51 kg of Co₂, the equivalent of 414 km driven in a car powered by fuel



PLANET

REDUCE / WASTE

We try to reduce the amount of waste we produce, and when unavoidable, we recycle or compost to the best of our abilities. For example, all our offices and shoots are paper-free, and if paper is essential, we use recycled paper.

On shoots, we implement a waste separation system and train all our staff to adhere to this. Waste is separated and signposted into three categories: compostable, recyclable, and non-recyclable. We have a ban on single-use plastics on set and provide refillable drinking stations with reusable glasses and containers. We also attempt to donate any leftover food to local charities.

REDUCE / ENERGY

In our offices, we incorporate energy-saving strategies when possible, including using LED lights, upgrading windows to double glazing, sealing floorboards, and using programmable thermostats. We are committed to using renewable energy suppliers and ensure that all appliances have high energy ratings. This commitment includes the small, turning off lights and devices when not being used, and the potentially overlooked, we use the company EcoPing to reduce carbon emissions for the website you are reading this on. We measure energy emissions for each of our offices and all our shoots. For shoots, this means collating the impact when prepping for the job and working with creative teams to think of ways to reduce carbon-intensive elements. This can include switching to energy-efficient lighting, heating, and electric generators. We also favor suppliers, facility vehicles, studios, and accommodation that run on 100% renewable energy, and we use Green Vendors to seek out these suppliers in each area we are working.

REDUCE / WATER

We want to curb the amount of water we use. We attempt to do this in multiple ways, such as identifying and fixing leaks promptly and using water-saving features like low-flow taps, dual flush toilets, and smart water appliances. We also include signage in our offices and sets to remind everyone that a little water goes a long way.



PLANET

REDUCE / E WASTE

We engage in responsible disposal processing for all electronics, conforming to local regulatory requirements and best practices. Ahead of this, we use all electrical assets to their full productive life and donate used technology, when the time is right, to bonafide philanthropic organizations. Only when something is no longer operational and can't be reused for any other purpose do we consider it e-waste for disposal. This policy also extends to our vendors, and we favor those with sound e-waste management processes.

REDUCE / TRANSPORT

Transportation is our most significant cause of emissions; 75% of the carbon we produce is a product of flights. To mitigate this, we have opened offices worldwide, making us local global, reducing our travel pollution while supporting our clients on a regional basis. We also encourage all our employees to use public transportation or cycle to work when possible.

On shoots, we implement policies to alleviate emissions, such as prioritizing electric and hybrid vehicles and car sharing when possible, favoring local cast and crew, asking drivers not to idle their vehicles while stationary, and using couriers that offer low-carbon delivery.

REDUCE / SUPPLIERS

We attempt to use local, environmentally friendly supplies, over big corporations, support small businesses that are minority-owned, and ones that have certifications like Fair Trade, B-Corp, etc.

On set, we provide organic, seasonal, and locally sourced food, offering vegetarian and vegan options, through [Trade and Prosper](#).

For all the materials used in our work, we discuss reuse and rehoming plans for any set build items and props, and we aim for zero waste in this area.

We check suppliers' publicly available sustainability commitments and policies; these range from reducing packaging and using products that use recycled materials to brands that do not use toxic chemicals.

PLANET

OFFSET

We are aware through measuring that even when reducing, we still produce a lot of carbon. For example, in 2021, we emitted approximately 37,981 tons of it—the equivalent carbon footprint of 4,365 Europeans. We are continually working on ways to reduce this figure, while in tandem, we have devised an offsetting program.

Since 2022 we have been certified carbon neutral by **Climate Partner**. We have committed to offset all the carbon we produce in our offices and from the productions we create. We put our money where our mouth is and take responsibility; we also invite our clients to match our offset donations, in which case a project becomes carbon positive, meaning we have offset more than we emitted.

We work with Climate Partner to offset our office emissions. Last year our offset contributions went to fourteen wind parks in the Northeast of Brazil that supplies the local community with clean energy. One hundred fifty-six turbines operate there, providing renewable electricity to the Brazilian power grid with a total capacity of 358.8 MW. The project saves approximately 652,150 tons of CO2 per year that would otherwise have been generated from fossil fuels.

“ OUR OFFSET CONTRIBUTIONS WENT TOWARDS A PROJECT THAT, BY GENERATING WIND ENERGY, SAVED 600K TONS OF CO2 PER YEAR, THE EQUIVALENT EMISSIONS OF ALL LONDON BUSES OVER 12 YEARS, 180 RETURN FLIGHTS FROM LONDON TO NEW YORK, AND THE AMOUNT PRODUCED TO MAKE NEARLY 2 MILLION LAPTOPS. ”



PLANET

OFFSET

We work with **Gold Standard** to make offset contributions for the carbon we produce through our work on shoots and events. Last year our donations went to purchasing cookstoves for people in Guinea, West Africa. These cookstoves alleviated the wood commonly used for cooking in this community, which reduces deforestation and smoke, which can lead to serious respiratory disease. The cookers were designed by the community and made by local smiths using materials available locally, ensuring complete combustion with no visible smoke, less wood consumption, and producing only a small amount of ash.

We are also part of the global movement **1% for the Planet**. We commit 1% of gross sales annually through monetary, in-kind, and approved promotional support directly to Environmental Partners. These Environmental Partners drive actual on-the-ground change in six core issue areas: climate, food, land, pollution, water, and wildlife. Some of the projects we have supported so far include recovering and creating forests throughout Europe, the preservation of mountains and their environment, and fighting food waste and hunger. We have also given to the American Red Cross working in Syria and Turkey and the World Central Kitchen providing support in Ukraine.



PLANET

DONATIONS

TREES FOR ALL

Trees for All is a CBF-recognized charity that plants forests in the Netherlands and internationally for a healthier climate, more biodiversity, and better living conditions. Trees and forests play a crucial role in tackling climate change and the loss of biodiversity. So far, they have planted 8.7 million trees and 102 sustainable reforestation projects.

<https://treesforall.nl/en/>

THE AMERICAN RED CROSS IN SYRIA AND TURKEY

In response to the February 6, 2023, earthquake in Turkey and Syria, we donated to The American Red Cross. On the ground, they provided Turkey and Syria with more than 5,000 Turkish Red Crescent staff and volunteers to provide food, clean water and essential hygiene and relief supplies, more than 100 million hot meals, 54,000 tents, 200,000 blankets, hygiene kits, winterized shelters, blankets, and other household goods.

<https://donate.redcross.org.uk/appeal/turkey-syria-earthquake-appeal>

SELVA URBANA

Selva Urbana is a group of over 100 environmental activists in Italy committed to enhancing urban areas by creating forests. They are fighting to make greener cities that resist the advances of cement to reduce the effects of climate change. So far, they have planted 7,870 trees.

<https://www.selvaurbana.it/>

THE FELIX PROJECT

In the United Kingdom, 4.7 million adults struggle to afford to eat daily, and 2 million children are at risk of missing the next meal. Meanwhile, the food industry generates 3 million tonnes of good, edible surplus food yearly. The Felix Project is a London-based food redistribution charity set up in 2016 to tackle both issues. They rescue good, surplus food from the food industry that cannot be sold and would otherwise go to waste and deliver this food to almost 1000 front-line charities, primary schools, and holiday programs in London.

<https://thefelixproject.org/>

WORLD CENTRAL KITCHEN IN UKRAINE

Founded in 2010 after the earthquake in Haiti, World Central Kitchen provides food for people displaced by natural disasters or war. Believing that food is a way to rebuild the community, they have invested in a food producer network to help create resilience ahead of the next disaster. We donated to World Central Kitchens' efforts in Ukraine after the Russian invasion.

<https://help.rescue-uk.org/ukraine>

THE FRANCIS HALLE ASSOCIATION

Founded by the acclaimed French botanist Francis Halle, this project aims to revive 70,000 hectares of primary forest in Western Europe. If successful, it will allow an old-growth forest to develop, where nature can "rewild," grow and autonomously develop its flora and fauna without human intervention.

The mission of the Francis Halle Association is to create the appropriate scientific, legal, and technical conditions that will allow a European primary forest. A primary forest is a forest that has not been cleared, exploited, or modified in any way by man. If successful, these primary forests will become a carbon sink, a space of varied and rich biodiversity, improve water quality, and eventually offer the opportunity to link rewilded forests all over Europe.

<https://www.foretprimaire-francishalle.org/en/>

THE KILIAN JORNET FOUNDATION

The Kilian Jornet foundation is dedicated to the preservation of the mountain environment, developing projects and programs related to climate change, land use, preservation of the biodiversity, use of natural resources, environmental education, etc

<https://www.kilianjornetfoundation.org/>





SOCIETY

SOCIETY

INTRODUCTION

North Six is committed to helping to build a more inclusive landscape where all voices can be heard. We work on specific projects to strengthen our contribution to equity, and we also work to foster more diverse and inclusive workplaces

Since 2018 we have partnered with Vote Forward and Swing Left, an organization that facilitates volunteer action to help achieve the big-picture goal of increasing civic participation. This project was a watershed moment at North Six and has galvanized much of the work in this space that has followed. In 2021 we founded Platform Six, an initiative that supports underrepresented creatives, be it gender, race, sexual orientation, or disability – helping to service, support and develop ideas, allowing them to flourish.

**“ NORTH SIX REPRESENTED
“US AS WHO WE ARE WITH DIGNITY AND
PERSONHOOD, EVEN THOUGH WE’RE FAT
AND SHORT AND TALL AND IMMIGRANTS
AND NON-NATIVE ENGLISH SPEAKERS AND
NERVOUS AND OLD AND RELUCTANT ”**

Ngozi Okaro, founder of Custom Collaborative, recipient of Platform 6

FROM BEING MINORITY-OWNED AND PART OF THE NATIONAL GAY & LESBIAN CHAMBER OF COMMERCE, TO HAVING A HIGH PERCENTAGE OF FEMALE EMPLOYEES IN MANAGEMENT AND THROUGHOUT THE COMPANY, NORTH SIX IS WORKING TO FOSTER A COMMUNITY IN OUR WORKPLACES THAT REPRESENTS THE OUTSIDE WORLD.



SOCIETY

INITIATIVES / PLATFORM 6

Platform Six was born from a desire to expand upon what we already love to do; helping to support, service, and develop ideas. Through the initiative, we work with brands, non-profits, organizations, and individuals we are passionate about by offering our services gratis in still, motion, experiential production, PR, and influencer marketing. We also provide a stipend to aid the project with the chosen organization or individual.

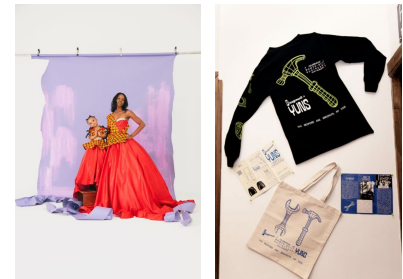
The first iteration of Platform 6 was in collaboration with **Yuns**, a hardware store founded by Kelly Wright. Kelly, born in Korea, grew up in rural South Carolina, and when she moved to New York, she realized there was a need to bring hardware to a younger generation, giving them the confidence to use their abilities to DIY or make repairs.

We supported Yuns by offering traditional ongoing media relations and facilitating brand partnerships, events, and activation. We provided PR services, gaining press coverage ranging from profiles of Kelly, features about Yuns, and inclusion of items in product roundups. In addition, we committed to a stipend, which Kelly used to do a week-long pop-up at Playground, a Brooklyn coffee shop owned by Zenat Begum, a Bangladeshi American woman. This work culminated in over 94 million unique views per month on the Yuns website.

Our second project was in collaboration with **Custom Collaborative** (CC), which was introduced to us by model, activist, and CC adviser Cameron Russell. Custom Collaborative, founded in 2015 by Ngozi Okaro, is a New York City-based entrepreneurship and workforce development program that trains and empowers women from low-income, BIPOC, and immigrant communities to design, sew, and sell sustainable fashion.

PLAT FORM 6

We worked with CC on shoot production, art buying, and creative consultancy and strategy. We developed a campaign, engaging key collaborators to create an evergreen series of images that Ngozi could use for PR, marketing, recruiting, and digital needs. We recommended working with photographer Camila Falquez, and the result was a shoot featuring women participating in the Custom Collaborative program.



*Image credit
(Left): Camila
Falquez,
Custom
Collaborative
Residents
Campaign*

*Image credit
(Right):
Xxxxxxx*

SOCIETY

POLITICAL ACTION

Since 2018 North Six has worked with Swing Left and Vote Forward on campaigns encouraging acts of volunteerism and civic engagement around voting in America.

Vote Forward and Swing Left are nonprofit organizations that empower grassroots volunteers to enable their fellow citizens that are underrepresented in the electorate to vote, intending to strengthen democracy.

SWING LEFT

In 2018 we produced a series of short films to raise awareness for Swing Left's campaign, The Last Weekend. Encouraging people to vote for the Democratic Party in the midterm elections, the videos featured celebrities such as Uzo Aduba, Hillary Clinton, Lena Dunham, Kathryn Hahn, Indya Moore, Tracee Ellis Ross, Elizabeth Warren, and Kerry Washington. The Democratic Party went on to win control of The House of Representatives, gaining 41 more seats than in 2016.

**“ IN 2020 SWING LEFT
WROTE 21.5M LETTERS,
MADE 9.1M CALLS, AND
RAISED \$26.7M ”**

VOTE FORWARD

In 2020 we produced an animated short film for Vote Forward's campaign, The Big Send. Vote Forward believes that grassroots community action inspires change, so The Big Send encouraged letter writing to engage voters during the covid-19 pandemic. The animated film included voiceovers by Kyra Sedgwick and Kevin Bacon and was animated by Måns Swanberg; 21.5 million letters were written as a result.

In 2022, for our most recent work with Vote Forward, North Six organized two in-person letter-writing events alongside Planned Parenthood. Happening simultaneously in New York and Los Angeles, they focused on key states with pivotal races in the midterms. Encouraging people to come out and write letters among their peers, the events aimed to write 10K letters in one day collectively. With over 400 attendees combined, we achieved our goal while providing music, entertainment, celebrity appearances, and food and drink from some of each city's most coveted restaurants. Our event was one of the biggest in-person events Vote Forward has ever held, with the largest concentration of letters written.

SOCIETY

N6 COMMUNITY / WHO WE ARE

Our current workforce is made up of:

66% women

46% female management

22% diverse folks

SOCIETY

EMPLOYEE BENEFITS

At North Six, our employees are at the core of our success, and their well-being and satisfaction are our priorities. Employee benefits include private retirement programs, health coverage, life insurance, and fertility benefits. We also give parental leave, committing to the **Pledge Parental Leave**, and don't distinguish between primary or secondary caregivers, providing equal time and pay to both. Our fertility benefit includes assistance with reproduction, adoption, mental health, menopause, pediatric care, and special needs. Other programs include cross-skill training and subsidized gym membership. We believe you can thrive in life and at work when you feel good and are supported.

EMPLOYEE TRAINING

We offer training on social and environment issues. In Europe we engaged The Diversity Trust to run equality, diversity, equity and inclusion courses and organized similar training programs in the US. We also offer employees paid time off to work on community service projects.

EMPLOYEE SATISFACTION

We surveyed to chart employee satisfaction across our ten offices in seven different countries. In our Europe office, 96% of employees said they were proud to work for North Six, and 88% said they were satisfied with their jobs. In the US, 90% of employees said they were both proud and satisfied with their work at the company – a happier figure than the 49% of Americans who said they were satisfied in the 2022 Gallup poll.

APPENDIX

GLOSSARY OF TERMS

B

B CORP

B Corp is a certification process that verifies for-profit companies deemed to meet the highest standards of social and environmental performance, transparency, and accountability. Instead of merely seeking profit, they use their profits and growth to positively impact their stakeholders — and the planet.

BIODIVERSITY

The variety of life on Earth, in all its forms, from genes and bacteria to entire ecosystems such as forests or coral reefs. The biodiversity we see today results from 4.5 billion years of evolution and is increasingly influenced by humans.

CARBON DIOXIDE OR CO₂

Carbon dioxide, often called just carbon, is responsible for 80 percent of global warming. It is produced from burning fossil fuels, such as coal and oil, and also occurs naturally as it flows in a cycle between oceans, soil, plants, and animals.

C

CARBON FOOTPRINT

A carbon footprint is the total amount of greenhouse gas emissions (including carbon dioxide and methane) generated by our actions, such as heating our homes or driving a car. The average carbon footprint for a person in the United States is 16 tons, one of the highest rates in the world. Globally, the average carbon footprint is closer to 4 tons.

CARBON NEGATIVE

Carbon negative (also referred to as climate positive) refers to a state in which a company, entity or individual has a negative carbon footprint. For example, this can be through offsetting more greenhouse gas emissions than they produce, or as a result of activities they adopt which remove more carbon from the atmosphere than they emit.

CARBON NEUTRAL

Carbon neutrality is a state of net zero carbon dioxide emissions. Companies or individuals can achieve this by adopting processes in which activities result in no or negligible greenhouse gas emissions or where they offset the amount of carbon they emit through certified offsetting projects.

C

CARBON SINK

Anything that absorbs carbon dioxide from the atmosphere and stores carbon. The ocean, trees, and soil are all carbon sinks.

CIVIC ENGAGEMENT

Means promoting the quality of life in a community through political and non-political processes. Civic engagement includes paid and unpaid forms of political activism, environmentalism, and community and national service.

CLIMATE

Climate is the average of weather patterns over a long period of time (usually 30 or more years).

CLIMATE CHANGE

Climate change refers to the long-term changes in the Earth's temperature and weather patterns in specific regions. For example, variations in the amount of snow, sea levels, and sea ice can all be consequences of climate change.



GLOSSARY OF TERMS

D

DEFORESTATION

Deforestation is the purposeful clearing or thinning of trees and forests for agriculture and animal grazing or to obtain wood for fuel, manufacturing, and construction. When deforestation occurs, much of the carbon stored by trees is released back into the atmosphere as carbon dioxide, contributing to climate change.

DEMOCRACY

The word democracy comes from the Greek words "demos," meaning people, and "kratos," meaning power; so, democracy can be thought of as "power of the people": a way of governing which depends on the will of the people.

DIVERSITY

Having a variety of racial, sexual, gender, class, religious, ethnic, abled, and other social identities represented in a space, community, institution, or society.

E

EMISSIONS

Emissions are greenhouse gasses released into the air that are produced by activities, including burning fossil fuels, industrial agriculture, and melting permafrost, to name a few. These gasses cause heat to be trapped in the atmosphere, slowly increasing the Earth's temperature over time.

EQUALITY

Equality means each individual or group of people is given the same resources or opportunities.

EQUITY

Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome. It is a solution for addressing imbalanced social systems.

F

FLORA AND FAUNA

The flora and fauna of a place are its plants and animals.

I

INCLUSION

Inclusion means intentional actions that enable people of all different characteristics to participate actively and fully in a community. This means providing equal access – through policy and practice – to opportunities and resources for people who might otherwise be excluded or marginalized.



GLOSSARY OF TERMS

O

OFFSET

A carbon offset broadly refers to a reduction in greenhouse gas emissions, such as carbon – or an increase in carbon storage (e.g., through land restoration or the planting of trees) – that is used to compensate for emissions that occur elsewhere.

ORGANIC

The absence of artificial chemicals in producing plants and animals for food.

R

RECYCLING

The collection and reprocessing of a resource so it can be used again. For example, collecting aluminum cans, melting them down, and using the aluminum to make new cans or other aluminum products.

RENEWABLE OR "CLEAN" ENERGY

A continual source of energy, such as energy from the sun, wind, flowing water, heat from the Earth, or movement of the tides.

REWILDING

Rewilding is the large-scale restoration of ecosystems to the point where nature is allowed to regenerate itself. While there is certainly a role for planting trees and, occasionally, intervening to restore ecosystems, if we step back, nature can do a lot to heal itself – and the planet.

S

SUSTAINABILITY

The United Nations defines sustainability as meeting the needs of the present without compromising the ability of future generations to meet their own needs. However, it is also an umbrella term addressing different aspects of sustainable development. Embedded into this term are considerations for environmental, social, and economic issues.



CHEAT SHEET

REDUCE

At North Six, we have a series of policies to reduce our carbon emissions. These range from everyday actions such as reduction of all forms of waste, recycling, encouraging our staff to use mass transit or cycle to work, and making sure that our offices and shoots are energy efficient, using renewable energy when possible. To the more macro, like opening offices worldwide to curb flights – our most significant source of emissions – and working with local, sustainable suppliers.

MEASURE

We measure all emissions in our offices worldwide, and for all shoots and events we produce. We share these figures with clients and rethink any carbon-heavy elements together. Through measuring our carbon footprint, we have the confidence to figure out where we are and how to make reductions in the future

OFF SET

As of 2022, **Climate Partner** has certified us as carbon neutral, which means we have measured and offset all our emissions. For our offsets, we work with **Gold Standard**, one of the most prestigious offsetting certification bodies that support strictly vetted projects worldwide. To date, our offsets have purchased cookstoves in Guinea, West Africa, and produced clean wind energy in Northeastern Brazil. We are also part of the global movement **1% for the Planet**, where we commit 1% of gross sales annually through monetary, in-kind, and approved promotional support directly to Environmental Partners.

INITIATIVES

In the fall of 2021, North Six launched **Platform 6**. Through this initiative, we support brands, non-profits, organizations, and individuals we are passionate about by offering our services gratis in still, motion, experiential production, PR, and influencer marketing. We also provide a stipend to support an element of the chosen organization or individual's work. So far, we have worked on projects with Yuns, a female-owned hardware company, and Custom Collaborative, an entrepreneurship and workforce development program that trains and empowers women from low-income, BIPOC, and immigrant communities to design, sew, and sell sustainable fashion.

POLITICAL ACTION

Since 2018 we have worked with organizations **Vote Forward** and **Swing Left** to support their campaigns encouraging people to vote. The short videos we produced have successfully galvanized people to go out and vote in the midterm elections and have aided the Democratic Party in regaining control of the House of Representatives.

N6 COMMUNITY

Our North Six community comprises 66% of women, 46% of which are in female management roles. 22% of our workforce are BIPOC folks. Employee benefits include private retirement programs, health coverage, life insurance, and fertility benefits. We also give parental leave and don't distinguish between primary or secondary caregivers. Other programs include cross-skill training, environmental and social issues training, and subsidized gym membership.



THANK YOU

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