

**INVESTORS
IN THE
ENVIRONMENT**



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Environmental Policy

Howsafe Limited

2024



Environmental Policy

Howsafe Limited is a leading independent supplier of workwear and PPE. Our retail workwear store in Peterborough is regarded as one of the best workwear and PPE outlets in the UK and is supported by a fleet of delivery vehicles delivering and demonstrating products on our customers' doorsteps.

At Howsafe we are always striving to meet customer expectations, ensuring that our customers receive a consistent and reliable service. Our internal systems are improvement led, and this will also apply to our environmental practices. We acknowledge that our operations have an effect on the environment and have identified our key environmental aspects that contribute our environmental and carbon footprint:

- Consumption of electricity, water, and other fuels
- Waste generation
- Transport emissions
- Procured goods and services with their own environmental impact.

Our business is strengthened by protecting the safety, health and environment of our employees, our customers, and the people of the communities in which we do business.

Our environmental commitment can be demonstrated in our established objectives and goals below:

1. Compliance and Legislation:
 - We will comply with all relevant environmental laws and regulations in the UK, and we will stay informed about changes in legislation. We will strive to exceed the required standards where possible.
2. Sustainable Product Sourcing:
 - We will actively seek suppliers who share our commitment to environmental sustainability. This includes sourcing workwear and PPE made from eco-friendly materials, with a focus on recycled and recyclable options.
3. Energy Efficiency:
 - By monitoring our key resource usage and implementing conservation techniques to achieve our environmental targets we will strive to reduce our energy consumption and improve energy efficiency in our business operations. This includes investing in energy-efficient technologies, using renewable energy sources where feasible, and regularly reviewing our energy usage.
4. Waste Reduction:
 - We will minimize waste generation by implementing a waste/recycling policy and practices such as recycling, reusing materials, and reducing unnecessary packaging. We encourage our customers to participate in our recycling initiatives.
5. Transportation and Logistics:
 - We will optimize our transportation and logistics operations to reduce our carbon footprint. This may include using fuel-efficient vehicles, consolidating shipments, and exploring greener alternatives for delivery. We will strive to minimize unsustainable transport through the development of a travel plan.
6. Employee Engagement:

- We will foster environmental awareness among our employees through training and education. Employees will be encouraged to contribute ideas and suggestions for improving our environmental performance.
- 7. Continuous Improvement:
 - We are committed to regularly reviewing and improving our environmental performance. This includes setting measurable targets, conducting regular audits, and communicating our progress to our stakeholders.
- 8. Customer Awareness:
 - We will inform our customers about our environmental initiatives and encourage them to make environmentally conscious choices. This may involve providing information on sustainable product options and practices.
- 9. Community Engagement:
 - We will actively engage with our local community to promote environmental awareness and contribute to local environmental initiatives.
- 10. Reporting and Transparency:
 - We will be transparent about our environmental performance by regularly reporting on our initiatives, achievements, and challenges. This information will be made available to our employees, customers, and the public.
- 11. Commitment to achieving Net Zero emissions by 2050.

We will continue to improve our environmental management system by working to the Investors in the Environment (iE) criteria, considering any changes in legislation, our organisation, and other factors. We will convey this policy to all our employees, ensuring that they are provided with training to increase awareness of environmental matters.

Rosie Stafford is our Sustainability Champion and has designated responsibility for the day-to-day implementation of this policy.

Howsafe Limited will make this policy available when requested to interested parties, including members of the public, including making a copy available on Howsafe's website.

Signed: ___ Clark Howe _____

Date: ___ 01 February 2024 _____

Position: Managing Director