

Environmental Policy

Commitment to the Environment in which we operate and to the wider environment in which we live is one of Haddow Group's key responsibilities and an important part of the way in which we do business. We aim to ensure that our attitude, commitment and activities protect the environment by managing and reducing our impacts, and in turn building sustainability into our approach. In order to do this, we aspire to raise and maintain a high level of understanding of and participation in environmental best practices for staff and suppliers.

We recognise that we have a collective responsibility to protect our environment and that there is a need to consider ways in which we can conserve energy and minimise waste in all activities which we undertake. The Environmental Policy provides a framework for setting and reviewing environmental objectives and setting targets for reduction of energy consumption with a view to adopting new processes and technologies and working across the business and with our suppliers to drive improvement and change.

This policy is reviewed on an annual basis and Environmental impacts and initiatives for improvement are discussed at all meetings of the Health and Safety and Compliance Committee.

As a business we set out to work to achieve the Environmental objectives below:

- Comply with all relevant Environmental legislation, regulations and approved codes of practice. Treating any breach of environmental law seriously and taking action to address any issues or resolve them.
- Protect the environment by striving to prevent and minimise our contribution to pollution of the land, air, and water.
- Seek to keep wastage to a minimum and maximise the efficient use of materials and resources;
- Manage and dispose of all waste in a responsible manner.
- Provide induction training for our staff so that we all work in accordance with this policy and within an environmentally aware culture.
- Communicate our environmental performance to our employees and other significant stakeholders to raise awareness of environmental issues and promote improvement through internal and external engagement.
- Develop our management processes to ensure that environmental factors are considered during planning and implementation.
- Monitor and continuously improve our environmental performance and impact on the Environment.

Recycling and use of Recycled materials

We aim to reduce our operational waste through increased recycling and diversion from landfill.

- Utilising and promoting the use of recycled materials whenever possible, ensuring that materials are disposed of in an environmentally safe manner.
- Reusing packaging to minimise the amount of waste we send to landfill.
- Recycling as much of the waste we produce as a business as possible.
- Partnering with our suppliers to reduce packaging and environmental impact around the products we create and sell with a view a view to sustainability whenever possible.

Examples of our Environmental awareness in action:

Recycling

- All wastepaper and cardboard is now collected monthly for recycling rather than sent to landfill
- Switching to recycled plastic packaging on new curtain pole ranges and imported blinds
- Switching to recycled, compostable bags for Seaspray despatches

Energy Conservation

We strive to manage electricity, water and gas supplies to ensure minimum consumption through energy efficient initiatives. It is our policy to make efficient use of natural light within our building and to conserve energy by adopting a 'only turn on when using' approach to equipment. We endeavour to do this by the following initiatives:

Conservation of Energy

- Installed multiple electric vehicle charging points and moving company vehicles to be electric
- Installed 'Intelligent' Heating system which conserves energy
- More energy efficient LED lighting used throughout premises replacing old, less efficient lighting throughout the building
- Sensor activated lighting in rooms with low footfall so switch off automatically when room now in use to reduce energy consumption.
- Building insulation added to reduce heat loss and energy consumption

Printing & IT Equipment

- Printers set to default to double sided black and white copies and need code to input reducing wastepaper.
- Environmentally friendly water-based inks used now for Digital printing machines
- Recycling of obsolete IT equipment