

Van Elle commits to achieving the highest standards with regards to environmental matters arising from its activities.

We recognise that protection of the environment requires commercial activities to be conducted in a sustainable manner. We are fully committed to best environmental practice and take responsibility across all of our business activities and will encourage all in our business and other interested parties to do likewise to support us in this commitment.

All managers and employees have responsibilities under this policy. We acknowledge these responsibilities by publishing this Environmental Policy and commit to implementing the actions stated within.

In order to achieve this objective, we are:

- Maintaining an Environmental Policy for which top level management has ultimate responsibility and that forms part of our strategic business planning
- Continuously improving our integrated management system to ensure compliance with all Environmental Legislation, regulations, codes of practice and any other standard to which the company subscribes or impacts on other interested parties.
- Providing a framework for setting the environmental objectives based on appropriate experience, knowledge, statistics and the company strategy to achieve continuous improvement in environmental performance
- Committed to the prevention of pollution.

We have analysed our activities' environmental aspects and evaluated their environmental impact. We recognise our key environmental impacts are in the areas of:

- Energy use and carbon emissions
- Raw material use
- Waste management and disposal
- Releases to water and air
- Procurement
- Local community

We will adopt the highest practicable environmental standards in all areas of operation, meeting all relevant legislative requirements through

- Ongoing assessment of our organisations activities, identifying where we can minimise our impacts and risks to the environment
- Minimising waste through efficient use of materials and energy and by adopting the principles of reuse, reduce, recycle
- Sustainable purchasing where possible
- Training employees in good environmental practice and encouraging their involvement in environmental protection
- Adopting an environmentally sound transport strategy
- Maintaining clear indicators to measure performance including waste, energy use and carbon emissions
- Maintaining a programme of internal audit and implementing any corrective actions
- Developing solutions for environmental problems
- Including environmental and ethical considerations in investment decisions where applicable
- Reporting on our environmental performance within our annual report

The Integrated Management System, policy objectives and supporting programmes will be subject to a formal management review to ensure they remain suitable, adequate and effective at addressing the environmental issues that are pertinent to Van Elle.



Signed

Mark Cutler - Chief Executive Officer

Date

08.09.2020

Review Date

08.09.2021