



ENVIRONMENTAL POLICY

DIRECTOR RESPONSIBLE: Neil Christie, Managing Director

EFFECTIVE DATE: 19/09/2023

LATEST REVISION DATE: 19/09/2024

VERSION NUMBER: 3

RELEVANT SDGS: 4, 12, 13, & 15

The objective of Hazel 4D is to establish an outstanding degree of excellence not only in our products but also for our employees, the environment and any other stakeholder who may be affected by any of our activities.

Our company is committed, in line with the UN Sustainable Development Goals, to protecting the environment and reducing our environmental impact. We recognise that our operations and activities have an impact on the environment and society, and we are committed to taking all necessary steps to minimise that impact.

We comply with all applicable environmental laws and regulations, and we will seek to exceed these standards where possible. We will also seek to continuously improve our environmental performance through the implementation of best practices and the adoption of new technologies and processes.

We are working towards reducing our greenhouse gas emissions and energy consumption, and we will work to minimise our waste and water usage. We will also seek to reduce our reliance on non-renewable resources and to promote the use of more environmentally friendly materials and practices.

We will engage with our employees, customers, suppliers, and other stakeholders to promote environmental responsibility, and we will encourage their participation in our environmental efforts.

We will annually review and update our environmental policies and practices to ensure that they align with our commitments and reflect the latest developments in environmental science and technology.

SCOPE OF APPLICATION

This policy applies to all employees, contractors, and other stakeholders who are involved in the company's operations and activities in the UK, including but not limited to suppliers, customers, and local communities.

This policy applies to all environmental impacts and risks associated with the company's operations and activities in Europe and the UK, including but not limited to greenhouse gas emissions, energy consumption, waste generation, water usage, and the use of hazardous or toxic materials.

This policy is subject to review and update on an annual basis to ensure that it reflects the latest developments in environmental science and technology, and to ensure that it aligns with the company's environmental commitments and responsibilities.

RESPONSIBILITIES

The Managing Director is responsible for the overall implementation and enforcement of this environmental policy.



The Sustainability Team is a cross departmental team including a designated a Sustainability Lead and is responsible for developing and implementing strategies and initiatives to reduce the company's environmental and social impacts and risks.

Each business unit is responsible for ensuring that its operations and activities are compliant with this Environmental Policy, and for implementing and enforcing the policies and procedures necessary to achieve this compliance.

All employees, contractors, and other stakeholders are responsible for adhering to this Environmental Policy, and for reporting any potential violations or non-compliances to their line manager or the Sustainability Team.

The company will provide training and guidance to employees, contractors, and other stakeholders on the requirements of this Environmental Policy and will hold them accountable for their actions in relation to the policy. This includes performing our disciplinary procedure if necessary.

OBJECTIVES

- Meeting the requirements of the ISO14001:2015 standard.
- Identification of pollution arising from any of our activities or products.
- Meet or exceed all regulatory requirements relating to environmental matters.
- Minimise any unnecessary use of materials, resources, and energy.
- Minimise our waste production and ensure all waste is disposed responsibly.
- Ensure all managers and employees are involved in the development of our Environmental Policy and receive appropriate training.
- Where possible, we will seek to ensure that products supplied or provided by third parties can be used, handled, stored, and disposed of in a manner which upholds our Environmental Policy.
- Ensure we have an effective Sustainable Procurement Policy in place that reflects our company's environmental goals and ensures we continue to develop our range of environmentally friendly products and procurement methods.
- Ensure to continue to play a proactive role in our customer relationships in relation to environmental consideration and support them to achieve their goals.
- In the light of any new knowledge, changing legislation or public concerns we will undertake a review of this policy.
- Engaging with leading industry bodies and certification organisations to achieve accreditations and certifications to analyse our performance objectively and achieve transparency.
- Continue to develop product analysis tools including LCAs, closed loop systems, and carbon calculators.

QUANTITATIVE TARGETS

- As per our ISO14001 environmental objectives, we pay to offset the flights we take through the airline options to reduce our environmental impact.
- By the end of 2024, we will have recyclable options in each of our product categories.
- By the end of 2025, each employee will receive a minimum of 8 hours training regarding ESG topics and how it relates to their role in the business.
- We will continue to divert 100% of our waste from our Mill House offices and Velocity Point warehouse from landfill and increase annual recycling to 60% by 2025 from our 2022 baseline.
- By the end of 2025 we will reduce our office water consumption by 10% from our 2022 baseline.



- We continue to gather data regarding our Scope 1, 2 and 3 carbon and greenhouse gas emissions and aim to set targets to reduce these once all data is collected and verified.

REVIEW MECHANISMS

- Monthly Management and Director meetings ensure our performance and quantitative targets are kept under constant focus and review, with wider updates communicated to the whole company at quarterly full team meetings.
- We have established KPIs to track our environmental performance. These metrics are used to measure our progress towards our environmental goals and objectives, and to identify areas for improvement. These are also discussed in the monthly Management and Director meetings, as well as at quarterly full team meetings.
- Audits and assessments: We conduct annual audits and assessments of our operations and activities to assess our compliance with this Environmental Policy, and to identify opportunities for improvement. These audits and assessments might be conducted internally by our own employees or contractors, or externally by a third-party organisation.
 - ISO1400
 - ISO9001
 - EcoVadis
- Stakeholder engagement: We engage with stakeholders, such as employees, customers, suppliers, and local communities, to gather feedback and input on its environmental performance and to identify areas for improvement.
- Continuous improvement: We have adopted a continuous improvement mindset, seeking out opportunities to optimise our operations and activities to reduce environmental impacts and risks. This might involve the adoption of new technologies or processes, or the implementation of best practices.
- Our environmental risk assessment is updated annually, the Environmental Policy is reviewed against this. We also conduct a Double Materiality Assessment that is reviewed at least every 2 years to identify possible risks and opportunities.

Signed

A handwritten signature in black ink, appearing to read 'Neil Christie'.

Neil Christie

Managing Director