

ENVIRONMENTAL POLICY

Version	Date	Description of Changes	Owned by
1.0	2015	New environmental policy published	Directors
1.1	2018	Minor updates to reflect regulatory changes and clarify environmental objectives	Directors
1.2	2021	Added waste management procedures and recycling commitments	Directors
1.3	2023	Updated carbon reduction, ESG targets and energy efficiency measures	ESG Team
1.4	2024	Enhanced climate action commitments and introduction of net-zero strategy	ESG Manager
1.5	2025	Minor updates to reflect regulatory changes and clarify environmental objectives	Head of ESG
1.6	2026	Alignment with latest environmental legislation and inclusion of supplier sustainability requirements	Head of ESG

1.1 POLICY STATEMENT

We are committed to protecting the environment, preventing pollution, and continually improving our environmental performance. Our approach aligns with the principles of ISO 14001 and reflects current UK environmental legislation, as well as industry’s best practice. This policy has been updated to reflect current UK environmental legislation and best practice, including alignment with the Sustainable Markets Initiative Responsible Sustainable Partner Strategy.

Our ESG 2030 Strategy reflects this responsibility, embedding environmental responsibility into our business strategy and day-to-day operations. Aligned with our net zero 2050

commitment; by continuously improving our environmental performance, we aim to protect natural resources, support a thriving planet, and position sustainability as a fundamental driver of long-term success.

1.2 LEGAL COMPLIANCE

Our environmental policy and approach towards sustainability is founded on regulatory compliance, proactive innovation and shared responsibility. We aim to not only meet, but exceed all applicable UK environmental regulations, laws, and codes of practice. We focus on preparing for emerging climate regulations and challenges.

This is including but not limited to:

- Environment Act 2021
- Environmental Protection Act 1990
- Waste (England and Wales) Regulations 2011
- Streamlined Energy and Carbon Reporting (SECR)

We will maintain processes to identify, monitor, and review legal obligations and ensure ongoing compliance.

1.3 KEY COMMITMENTS

1.3.1 Biodiversity

We are committed to supporting nature-positive outcomes by protecting and enhancing biodiversity and ecosystems affected by our operations.

1.3.2 Afforestation

We will support afforestation and reforestation initiatives that contribute to natural carbon capture and long-term climate resilience.

1.3.3 Pollution Prevention

We will minimise emissions and discharges to air, land, and water, ensuring effective controls are in place to prevent environmental harm.

1.3.4 Waste Reduction

We are committed to reducing waste generation, achieving zero waste to landfill where practicable, and maximising reuse and recycling opportunities.

1.3.5 Sustainable Materials

We will prioritise the use of sustainable, low-impact, and high-durability materials, considering environmental impacts across their lifecycle.

1.3.6 Product Lifecycle Innovation

We will promote circular economy principles by supporting product design, use, and disposal practices that enable reuse, recycling, and responsible end-of-life management.

1.3.7 Supply Chain Decarbonisation

We will work collaboratively with our supply chain to reduce greenhouse gas emissions across upstream and downstream activities, aligning with our sustainability objectives and Responsible Sustainable Partner Strategy.

1.4 SUPPLIER SUSTAINABILITY & RESPONSIBLE SOURCING

We are committed to embedding sustainability throughout our supply chain.

We will:

- Partner with suppliers who demonstrate strong environmental and ethical standards.
- Integrate sustainability criteria into procurement and supplier selection.
- Support suppliers in reducing their environmental impact, including carbon emissions, waste, and resource use.
- Encourage transparency, accountability, and continuous improvement across our supply chain.
- Periodically assess supplier performance against defined sustainability criteria.

1.5 IMPLEMENTATION & RESPONSIBILITY

- Senior leadership is accountable for environmental performance and policy implementation.
- All employees are responsible for supporting this policy and contributing to environmental objectives.
- Environmental considerations will be integrated into business planning and decision-making processes.

1.6 MONITORING & CONTINUOUS IMPROVEMENT

We commit to continuously improving environmental performance across all areas of our business. Meeting or exceeding applicable UK environmental legislation and codes of practice by:

- Setting measurable objectives and targets

- Retaining ISO 14001 certification through regular audits and process reviews.
- Reducing waste through the principles of the waste hierarchy reduce, reuse, recover, recycle.
- Conserving energy and water, especially non-renewable resources.
- Measuring and actively reducing our operational carbon footprint.
- Minimising pollution (air, noise, water, and light) from our activities.
- Promoting low-carbon transport and logistics practices internally and externally.

To achieve this, we will:

- Monitor progress on environmental goals and review them annually with stakeholder input.
- Evaluate environmental risks and impacts of new products and processes in advance.
- Source environmentally preferable goods and services wherever possible.
- Communicate our sustainability initiatives to internal and external stakeholders.
- Educate and empower our people, customers, and suppliers to support environmental goals.
- Use our ESG Library as a knowledge-sharing platform for environmental learning.
- Auditing compliance and identifying opportunities for improvement.
- Review this policy regularly to reflect evolving environmental standards and ambitions.

1.7 SUSTAINABILITY & CLIMATE TARGETS

As part of our commitment to be a net zero organisation by 2050, we have defined clear goals aligned with our 2030 strategy:

1.7.1 Energy consumption and emissions:

- Reduce operational greenhouse gas (GHG) emissions by 45% by 2030, relative to baseline levels.
- Achieve a 90% reduction in Scope 1 and Scope 2 emissions by 2030, through energy efficiency upgrades, electrification, and renewable energy sourcing.
- Lowering scope 3 emissions by 60% across our supply chain by 2026, based on a 2024 baseline, through supplier engagement, low-carbon logistics, and sustainable sourcing practices.
- Transition to 100% renewable energy at our Head Office and Distribution Centre by 2026, contributing to emissions reductions and supporting clean energy infrastructure.

1.7.2 Water:

- Reduce total water consumption by 15% by 2035, with a focus on operational

efficiency, water reuse, and sustainable textile processing practices

1.7.3 Plastics:

- Eliminate 90% of plastic used across our business by 2030. Prioritising recyclable, compostable, and reusable alternatives across packaging, operations, and products.

1.7.4 Chemical, material and waste:

- Adopting a zero-to-landfill approach to waste, recycling 98% of waste by 2025 and reducing all operational waste by 30% by 2030.

1.8 PRODUCT LIFECYCLE MANAGEMENT

1.8.1 Product Use Phase

We consider the environmental aspects and impacts of our products throughout their use phase and implement controls to minimise adverse effects:

- **Product Durability**
We enhance product longevity by increasing durability specifications, including extended certified wash cycles for high-visibility garments. This reduces replacement frequency and overall resource consumption.
- **Sustainable Use Guidance**
We provide customers with clear guidance on responsible product care through resources such as our *Life Below Earth* guide, promoting reduced microplastic release and extended product life.
- **Low-Impact Design and Packaging**
We continuously reduce environmental impacts associated with product use and packaging by selecting low-emission materials, including vegetable-based inks in place of volatile organic compounds (VOCs), and prioritising environmentally responsible design.
- **Environmentally Preferable Products**
We promote products with reduced environmental footprints, including those designed to minimise water use, chemical inputs, and emissions. These are highlighted through initiatives such as our *Everyday Earth Catalogue* and our recycled-material product ranges.

1.9 END-OF-LIFE MANAGEMENT

We apply lifecycle thinking to ensure responsible product end-of-life outcomes:

1.9.1 Design for Circularity

- Products are increasingly designed to support disassembly, reuse, recycling, or repurposing.

1.9.2 Take-Back and Recycling

- We operate customer-focused take-back and recycling programmes, working with approved partners to support our zero-to-landfill commitment.

1.9.3 Customer Information

- We provide clear instructions on responsible disposal and recycling through product labelling and supporting materials such as our *Divert from Earth* guidance.

1.9.4 Customer Health, Safety, and Environmental Protection

- We ensure that environmental considerations are integrated with product safety and regulatory compliance:

1.9.4 Safe Materials and Chemical Control

- We prioritise certified, non-toxic materials and restrict hazardous substances, aligning with frameworks such as REACH Regulation and OEKO-TEX Standard 100.

1.9.5 Compliance and Transparency

- All products comply with applicable environmental, health, and safety legislation. We maintain transparency regarding materials, care, and environmental impacts.

1.9.6 Design for Safe Use

- Products are designed to ensure safe, effective use, particularly in high-risk environments, incorporating features such as visibility, durability, and ergonomic performance.

1.9.7 Standards and Certification

- We maintain compliance with relevant standards including but not limited to:
 - EN ISO 20471
 - EN ISO 11612

1.9.8 Labelling and Information

- Products include clear labelling on composition, care, origin, and compliance standards, supported by accessible digital documentation.

2.0 ENVIRONMENTAL SERVICES, ENGAGEMENT, AND ADVOCACY

We support broader environmental performance through collaboration and knowledge sharing:

2.0.1 Sustainability Advisory Services

- We provide guidance to customers on environmentally responsible product selection and lifecycle impacts.

2.0.2 Partnerships and Collaboration

- We engage with suppliers, certification bodies, and industry organisations to drive innovation and improved environmental standards.

2.0.3 Education and Awareness

- We promote environmental awareness through customer resources, briefings, and guidance materials addressing key issues such as microplastics and product longevity.

2.0.4 Circular Economy Promotion

- We advocate for circular economy principles, including reuse, recycling, and closed-loop systems.

2.0.5 Continuous Improvement and Transparency

- We use performance data, lifecycle assessments, and stakeholder feedback to drive continual improvement in line with ISO 14001.

2.1 ADDITIONAL DOCUMENTS

- ISO 14001 accreditation: continue to maintain the environmental management system and undergo recurring audits to ensure ongoing compliance.
- Maintain our memberships, certifications and accreditations with SEDEX, SA8000, WRAP and STeP.
- SMI climate neutral operational emissions tracking page with ClimatePartner:
- <https://fpm.climatepartner.com/tracking/18366-2209-1001/en>
- Aligned to Science based targets
- <https://sciencebasedtargets.org/>
- Ecovadis sustainable rating: continue to maintain our Ecovadis business sustainable rating. <https://ecovadis.com/>

This Environmental Policy is reviewed annually and revised as needed to ensure alignment with the latest laws, best practices, and SMI's Net Zero strategy.