

Alsico has identified and understands the potential impacts of our operation, the manufacture and use of our products, the requirements that we ask of suppliers and the services that we provide to customers.

We are committed to achieving the highest standards of environmental performance to protect the environment and prevent pollution from our operation.

We operate to an established framework to ensure that all our activities meet or exceed the requirements of legislation, the compliance requirements of our customers and those of the larger Alsico Group where appropriate.

An integral part of our business strategy is to continually improve our environmental management system through the application of best practice and professional guidance to enhance our environmental performance.

Alsico is committed to the monitoring, measuring, and reporting of our Greenhouse Gas Emissions and together with the wider Alsico Group has committed to be carbon neutral by 2040.

We assess the environmental aspects, impacts, risks, and opportunities of our activities and set appropriate objectives and targets.

Alsico is accredited to GRS (Global Recycled Standard). Our commitment to GRS highlights our dedication to responsible and transparent sourcing, utilisation of recycled materials and adherence to stringent environmental and social criteria. The social requirements of the GRS are met within our Code of Conduct.

This policy applies to the entirety of Alsico's business and requires Alsico to:

- Identify, understand, and implement current environmental legislation to fulfil our legal compliance obligations.
- Understand the environmental performance requirements imposed by our customers and seek to meet those obligations too.
- Recognise and implement the compliance obligations created by the wider Alsico Group.

- Understand the authority available to us and the extent of our ability to exercise control and influence.
- Develop strategies that allow us to mitigate and adapt to internal and external factors which could have adverse impacts on the environment, including the prevention of pollution.
- Set objectives and targets which relate closely to the nature and scale of our activities.
- Maintain and continually improve the environmental management system, improving awareness and providing training to those who require it to ensure environmental protection.
- Continually improve our environmental performance by monitoring and measuring improvement initiatives in relation to the use of recycled raw materials.
- Maintain a zero product to landfill policy.
- Encourage and facilitate our customers to use alternatives to landfill for redundant garments.
- Create compliance obligations for our manufacturers that improve their environmental performance locally and reduces impact on their communities.
- Consider, engage, and communicate with all interested parties appropriately.
- Review the Alsico's targets and policy annually against business objectives, industry initiatives and the views of wider stakeholders.

The business has determined the scope of the environmental management system, maintains this as documented information, and is committed to making this available to those organisations or individuals that have an interest.

This policy is formally communicated to all staff, suppliers and manufacturers and the wider group, and is made available to customers and other stakeholders

Charlotte Clarke
Managing Director

