

Environmental Policy

Table of Contents

1	Introduction	1
2	Purpose and Vision	1
3	Policy Statement.....	1
4	Scope.....	2
5	Responsibilities	2
6	Policy Implementation Considerations.....	2
6.1	Embedding carbon footprint and environmental considerations in all working functions	2
6.2	Reducing negative environmental impacts	2
6.3	Sharing our environmental journey	2
6.4	Spreading the word.....	2
7	Other Related Policies.....	3
8	Revision And Approval.....	3

1 Introduction

Scolmore International and its subsidiaries - collectively the **Scolmore Group** - design, manufacture and distribute a range of sourced electrical accessories as well as lighting & lighting accessories, time switches, heating and energy controls, emergency luminaires and wiring accessories, all designed to meet the requirements of installers and contractors. It also sources a comprehensive range of electronic security and fire detection solutions.

Since our incorporation in 1989, we have become a significant force in the electrical accessory market. We are proud to be a British, family-run business, with an excellent track record of listening to what our customers need and providing the right solution every time.

2 Purpose and Vision

At Scolmore we believe that our long-term business success and continuous growth is only possible by operating responsibly in alignment with universal standards.

While aiming at increasing year-on-year our market share, we want to maximise our contribution towards sustainable development in order to meet current needs without compromising the needs of future generations. We support the United Nations 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs) as well as the principles of the United Nations Global Compact in the areas of human rights, labor regulations, environment, and anti-corruption.

3 Policy Statement

With a pledge to become **Net Zero by 2050** in line with the objectives of the Paris Agreement, we recognise our responsibility to protect the planet for future generations and are committed to

- Complying with **legal and regulatory obligations** applicable in the regions we operate in as well as with any other requirements deemed relevant to the business, without compromising the health and safety of our employees, contractors, customers or the public
- Operating with respect and care for the environment by **minimising our negative environmental impacts**
- Preventing pollution and contributing to climate change mitigation, by reducing our **carbon footprint**
- Minimising **waste** and supporting the transition to **circular economy**
- Reversing the depletion of **ecosystems** and the loss of **biodiversity**, by promoting the reduction of **resource consumption** and the sensible use of **water**

4 Scope

This Policy applies to Scolmore International and all its subsidiaries: all collectively the Scolmore Group. It applies to the whole workforce, including permanent and temporary employees. Specific operative companies' environmental policies must comply with the spirit of the present Policy.

5 Responsibilities

The implementation of this Policy is fundamental to the success of the business and must be supported by **all employees** as an integral part of their daily work.

The **Board of Directors** has overall responsibility for ensuring this Policy complies with our legal and ethical obligations, and that all those under our control comply with it.

All Directors and Managers are responsible for

- **implementing** this Policy,
- **monitoring** its use and effectiveness,
- **dealing** with any queries,
- **auditing** internal control systems and procedures to ensure they are compliant,
- **ensuring** those reporting to them understand and comply with this Policy and are given appropriate and regular training.

6 Policy Implementation Considerations

Scolmore Group will implement this Policy by

6.1 Embedding carbon footprint and environmental considerations in all working functions

This will entail:

- Maintaining an effective and efficient Environmental Management System based upon the requirements of **ISO 14001:2015**.
- Setting **energy and environment objectives** based on the latest environmental data and leverage opportunities for business, where appropriate.
- Adopting a **cross-functional decision-making approach** at leadership level, covering the multi-dimensional and ambitious energy and environmental commitments.

6.2 Reducing negative environmental impacts

This will include:

- Identifying and complying with **legal and regulatory obligations**, as well as with any other relevant requirement
- Identifying the **significant negative environmental impacts** of our business activities and reviewing them periodically to ensure they are still relevant
- Aiming at **reducing our energy and environmental footprint**, via the prevention and mitigation of environmental impacts (GHG emissions, energy, pollution of air, water and soil, substances of concern and of very high concern, water, biodiversity, resource use)
- Providing the **framework for setting and reviewing measurable environmental objectives and targets**, including:
 - High Ethical standards for Suppliers covering the environmental pillar
 - Environmentally conscious Product Design & Development
 - The reuse, recycle and reduction of packaging and waste
- Providing a work environment that promotes the **wellbeing of our employees**, the **protection of the environment** and the **prevention of pollution** while encouraging positive teamwork.
- **Monitoring and measuring** the effectiveness of our business processes and objectives through **Management Reviews and Internal Audits**.

6.3 Sharing our environmental journey

This will involve:

- **Selecting and working closely** with **key partners, contractors and suppliers** who enable the Group to create and deliver reliable performance in an environmentally conscious way
- Working towards solutions aimed at **reducing waste and packaging** and **facilitating the transition to a circular economy**, without compromising on products protection and performance.

6.4 Spreading the word

This will comprise:

- Documenting, communicating and improving **awareness of environmental matters** of all our employees and key supply partners

- Encouraging all employees to **identify problems and make suggestions to improve** all aspects of Scolmore's products and business processes
- Ensuring that all employees are **aware** of the **Environmental Policy** and are committed to the **effective implementation of the Environmental Management System**.

7 Other Related Policies

This Policy must be read in conjunction with our Code of Ethics, the Supplier Code of Conduct, the Sustainable Water Management Policy and the Sustainable Procurement Policy.

8 Revision And Approval

This Policy does not form part of any Scolmore employee's contract of employment.

Scolmore Group reserves the right to amend any policies or procedures outlined within this Policy as deemed appropriate (including, but not limited to, changes required to comply with local legal or regulatory requirements) and any decision to do so will be made entirely at Scolmore's discretion.

This Policy will be reviewed annually and may be amended at any time.

Signed on behalf of the Board of Directors



Marie Parry

Group Chief Operations Officer

Issue Date: 02.09.2025