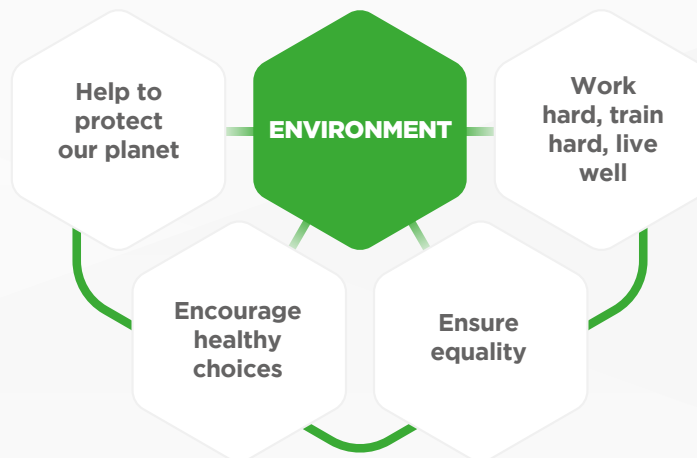


# ENVIRONMENTAL POLICY

## MISSION

Physical Company recognises that it has a responsibility to the environment beyond legal and regulatory requirements. The team at Physical Company are guided by pillars and core values. One of our value pillars is focussed on the world around us and how we can reduce our impact on the planet.

Our Environment Pillar and associated core values are:



## WASTE

We have a responsibility to manage our waste in the most sustainable way possible and to reduce wasteful consumption. With an eye on the 3 R's – Reduce, Reuse & Recycle we do the following –

- **Reduce** – We encourage our staff to reduce their consumption of materials as a first priority. We use the latest sensor lights to minimise energy use in our warehouses and offices, and we have made changes and improvements throughout our business striving for a paperless office.
- **Reuse** – We aim to reuse materials as much as possible, from packaging customer orders in re-used packaging to specifying recycled packaging on our products at the point of manufacture.
- **Recycle** – Our recycling efforts don't stop with our products or our suppliers; Physical Company actively recycles paper, plastic, and cans at our office facility. Our waste management handlers are ISO 14001:2015 certified and were awarded the Carbon Saver Gold Standard Certificate of Achievement in 2019-2021.

## SUPPLY CHAIN

Physical Company select and work with our equipment manufacturers to ensure optimum quality of product and minimal impact on the environment. Where other factors are equal (and even where it can mean greater cost of materials) Physical Company's procurement team are tasked with sourcing environmentally friendly options.

Our courier partners who make the final delivery to our customers are committed to minimising or removing their impact on the environment. Our smaller parcel carriers are carbon neutral and our larger delivery carriers are ISO 14001:2015.

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# ENVIRONMENTAL POLICY

cont'd

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## PAPER

Where we print materials such as brochures and other promotional materials, we source only FSC certified or 100% recycled paper to reduce our impact on forests. We choose printers with ISO 14001 certification, who demonstrate they are working to manage and reduce their own impacts.

We are actively reducing our use of paper through our "Paperless Office" scheme. The objective is to remove completely remove our reliance on paper through the Order Processing lifecycle.

## TRAVEL

We are a people business and face-to-face contact with our customers, suppliers and stakeholders is important. But we will aim to reduce the need to travel, restricting to necessity trips only. To maintain close contact, we will promote the use of travel alternatives such as e-mail or video/phone conferencing. We will make additional efforts to accommodate the needs of those using public transport or bicycles. We will favour 'green' vehicles and maintain them rigorously to ensure ongoing efficiency.

**Our Environment Policy will be reviewed annually or when there is any change to the company processes or structure, or when circumstances require.**



**John Halls**  
Managing Director

