

# UNION

HAND-ROASTED  
COFFEE

## ENVIRONMENTAL POLICY

### ABOUT US

Union is an east-London coffee roasting company. Our mission is to make the world discover the joy of speciality coffee. From farmers to coffee lovers, we enrich life through our relentless focus on high quality, sustainable sourcing and sharing the culture of delicious coffee. Union sources 100% arabica coffees from 14 countries. Approximately 80% of our coffee is grown by smallholders with less than 5 hectares of coffee. Union is available through supermarkets, specialty cafés and direct to consumers through [www.unionroasted.com](http://www.unionroasted.com).

### POLICY

Union Hand-Roasted Coffee recognises the importance of environmental protection and will comply with all relevant legislation relating to our processes and activities. We are committed to ISO14001 standard for Environmental Management Systems.

We will carry out all reasonably practicable measures to minimise the environmental impact of our operations. We will achieve this through our commitment to:

- Review the environmental impact of all our activities and undertake to reduce our overall environmental impact and reduce and prevent pollution using best practice
- Involve our employees in our environmental improvement programme and provide training to enable them to undertake these responsibilities
- Improve resource efficiency including our use of water, energy and raw materials and reduce and minimise wherever possible the amount of waste produced
- Set objectives and sustain a programme of continual improvement in environmental performance incorporating suitable measurement and monitoring mechanisms
- Reduce and/or limit the production of pollutants into water, land and air

We will promote environmental awareness and understanding for all employees, suppliers, customers and subcontractors. We will provide information and assistance to our customers on environmental issues arising from production procedures or services.

### ENVIRONMENTAL POLICY

This Policy will be continually monitored and updated and the specific arrangements for the implementation of the Policy and Management responsibilities are as follows:

- The Operations Director will be responsible for co-ordinating this policy, ensuring that sufficient and appropriate people and financial resources are made available and maintaining compliance is part of an annual audit of the systems
- The Senior Management team is fully responsible for the ongoing management of our Environmental Performance, maintaining progress against our agreed targets and developing our improvement plan

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- Ongoing environmental policy management will be reviewed as a standing agenda point of monthly review meetings
- We aim to integrate environmental considerations into our management strategy, considering all aspects of the business, from new product development, through purchasing, production, distribution, sales and marketing. We consider the environmental impact of our products and services throughout their life by seeking suppliers who have ambitious standards of environmental performance and developing products that have reduced environmental impacts, actively seeking to maximise the proportion of recycled materials used
- We will achieve our stated targets by making the most efficient use of our resources – minimising waste in accordance with legislation by the elimination of excessive packaging and optimising energy efficiency to reduce consumption
- We are committed to monitoring emissions to the atmosphere and aim to reduce where appropriate
- Water usage will be kept to a minimum and we aim to prevent spillage of any substances, dealing with those that do occur in the appropriate manner
- We aim to address and reduce excessive noise levels and prevent any ongoing occurrence
- We are committed to maintaining exacting standards of housekeeping and site appearance
- We will continue to set targets and monitor progress against all of these issues stated above, with special attention being placed on environmental accident prevention, but creating action plans to minimise impacts in the event of their occurrence
- It is the responsibility of all staff to ensure high standards of environmental care and awareness in all of their activities and we are committed to providing training to all staff in order to achieve this end
- It is our intention to communicate openly and consult with any interested parties on environmental issues, our neighbours, local community, regulators, suppliers, and customers and include environmental briefings in team meetings to raise awareness of environmental issues

To ensure maximum effectiveness, this policy will be reviewed annually, and adjustments will be made as required.

Steven Macatonia (7 February 2023)  
(FOUNDER)

#### SCOPE OF ENVIRONMENTAL MANAGEMENT SYSTEM

Union operates an ISO 14001:2015 environmental management system. The scope of this management system includes the sourcing, manufacturing, and selling of ethically-traded, speciality Arabica coffee; the delivery of barista training; and the operation of a coffee shop, Union Brew Lab.

The management system covers all UK operations which comprise our roastery at South Crescent, London E16 4TL and Union Brew Lab, our coffee shop at 6-8 S College St, Edinburgh EH8 9AA.

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