

MODHER

MADE IN ITALY

ENVIRONMENTAL POLICY AND BEST PRACTICES FOR VIRTUAL WORK

2020

OVERVIEW

MODHER recognises that we have a responsibility to the environment beyond legal and regulatory requirements. We are conscious about our social and environmental responsibility and we want to promote a consumer behavior that invests in a few high-quality sustainable pieces.

We are also conscious about requiring continuous and ongoing evaluation to improve and adapt our business to reduce our environmental impact and improve our environmental performance as an integral part of our business strategy.

MODHER operates primarily from home based virtual offices, as we believe that reducing commute to an office, is one of the most effective ways of reducing our carbon footprint.

We encourage MODHER' partners, consultants, employees to apply a good environmental awareness and practices to their chosen remote work environment, whether that be a home office, co-working space or mobile working.

MISSION

MODHER IS A LEATHER HANDBAG COLLECTION FOR WOMEN WITH THE MISSION TO MERGE HIGH-END FASHION WITH ECO AND SOCIAL SUSTAINABILITY.

We believe that a sustainable approach enhances and redefines the luxury concept. High quality and sustainable material shaped with modern design by expert craftsmanship and produced in limited quantities, to ensure the highest standard and eliminate waste.

We are conscious about our social and environmental responsibility and we want

to have a positive impact. We strive for a transparent and trustful relation with our suppliers that are certified and fully complied with strictest environmental regulation.

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PURPOSE AND SCOPE

This Environmental Policy and Best Practices for Virtual Work consolidates a set of commitments made by MODHER for the continued improvement of the environmental performance of activities and outlines our environmental best practices for working virtually.

Sharing our values we want to encourage our partners, employees, consultants and all our stakeholders to achieve an ecological and social impact that benefits everyone.

ENVIRONMENT COMMITMENT

MODHER community members' commitment in environmental issues is to:

- Increase our knowledge and awareness on the climate issues, and on what actions we might take individually and collectively to mitigate or solve these problems.
- Communicate internally and externally our environmental policy, objectives, targets and performance in a regular and transparent manner.
- Improve our ability to integrate appropriate consideration of sustainability and environmental protection in our product development and production, and other activities.
- Increase our client's awareness of the environmental dimension of ecological impact of the fashion system.
- Take action to reduce the carbon footprint of our activities, compensate for unavoidable carbon emissions and seek opportunities to continuously improve our environmental performance and prevent pollution.
- Reduce consumption of resources and improve the efficient use of those resources.
- Manage waste generated from MODHER related activities incorporating reduction, re-use and recycling
- Ensure environmental, including climate change and nature protection, criteria are taken into account in the procurement of goods and services.
- Book sustainable catering services whenever possible from organizations providing local, organic, unpackaged and vegetarian food, and that use completely reusable, or biodegradable or recyclable materials.

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- Behave in an environmentally friendly manner, not only at virtual offices, but also at the premises of our clients and partners.
- Promote the ideas of sustainability and environmental protection through internal and external informative and educational activities.
- Foster collaboration among MODHER stakeholders – partners, consultants, employees, clients, corporate partners, suppliers and service providers - to promote improved environmental performance and pave the way towards climate neutrality.

ENVIRONMENTAL BEST PRACTICES FOR VIRTUAL WORK

To meet our environmental commitments, MODHER community members apply the following best practices in virtual offices:

TRAVEL

- Make extensive use of online audio and video meeting software and online collaboration tools, thus working remotely and reducing travels to the minimum possible.
- Use public transportation as much as possible when travelling outside town of residence or in the immediate surroundings.
- Reduce the use of private cars in short local trips by walking or cycling.
- Use train travel as a first option for long-distance journeys and use air or road travel as “a last resort” means of communication with clients.
- If flying is unavoidable, offset flight emissions by using an online calculator and pay a company to reduce an equivalent amount of pollution elsewhere.
- If using a car is necessary, drive sensibly and prefer vehicles that are more efficient and less polluting.
- Eat at restaurants and stay at small non-luxury hotels that demonstrate a commitment to the environment and adopt sustainability practices, that are preferably locally-owned, thus promoting local economy and avoiding indirect carbon footprint, that make an ethical use of space and resources and that offer sustainable food options.
- Eat sustainable meals, by avoiding food waste at restaurants (and carry a food container, whenever possible, for leftover food), preferring vegetarian meals or ensuring meat comes from sustainable hunting or local extensive pastures, reducing overstocked fish consumption and refusing consumption of endangered species.

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- Reduce water consumption (at hotels, restaurants and other venues) and carry our own water bottle.
- Avoid accepting and/or buying merchandising (from conferences or visits to clients, if this refusal is culturally accepted) and buy local, seasonal and organic food for snacks and catering whenever possible.

PAPER

- Maintain a "paperless" virtual office as much as possible, except for legal obligations and stakeholder limitations.
- Use online and digital media as a core means of communication.
- Keep all information on laptops and computers with no use of paper unless absolutely necessary (while practicing healthy eye care habits when working on the computer).
- If paper use is necessary as part of consultancy work, reduce the amount of paper consumed, avoid the use of virgin paper, increase the percentage of FSC certified / recycled paper, print paper on both sides, prefer used paper for note taking or for work dynamics, and separate and send paper waste to recycling.
- In case it is necessary to order a printing service, prefer printed products made entirely from 100% recycled paper, cotton or originating from responsibly managed forests, and prefer providers that use environmentally friendly materials and have waste collected by certified hazardous waste carriers.

ENERGY

- Reduce energy use and purchase energy that is produced from renewable sources if available locally.
- Use an energy efficient room as a home office.
- Use natural lighting and cooling. Reduce office heating and avoid using air conditioning. If necessary, set the heating to 19-21°C and use a thermostat programmer to control the timing of heating.
- Use long life efficient bulbs or LED lamps and light dimmers on all wall, ceiling and desk mounted appliances.

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- Use “task lighting” by lighting just the working area to a higher level and providing background lighting at a lower level for the rest of the space, to minimise the amount of electric light being used.
- Check energy rating before purchasing new appliances and equipment.
- Turn off all office electrical items at the end of each working session (lights, computers, printers).

WASTE

- Reduce the total amount of waste (besides paper) produced each month. Weigh all outputs each week and continue to reduce consumption.
- Avoid the use of plastic (folders, bags, boxes, bottles, cups, plates and cutlery) by adopting reusable alternatives and using materials made of environmental friendly resources.
- Upcycle, by searching for new uses for old items rather than discarding them or buying new ones, and source second-hand office equipment and furniture and sustainable electronics (e.g. phones).
- Repair or upgrade electronics instead of buying new ones and selling gadgets and computer parts.
- Ensure safe management and disposal of e-waste generated from surplus, broken and obsolete electronic and electric devices (mobile phones, computers, laptops, tablets, TVs, head-phones) and other hazardous and toxic materials purchased for home office (ink cartridges, batteries, glue) by checking with our local environmental, health or solid waste agency or local businesses for options on recycling or proper disposal.
- Source environmentally benign friendly cleaning products and materials.
- Collect waste separately (wood, metal, batteries, green waste), so that recyclable or bio waste can be forwarded to the adapted recycling branches.

HOW TO DISPOSE HAZARDOUS WASTE

Hazardous wastes are items that pose a health or environmental threat when not disposed of properly. It is illegal to dispose of hazardous waste in the garbage, sewers, or storm drains. MODHER commits to properly disposing of its waste to protect the environment and public health.

Common Hazardous Waste Items that will be disposed of responsibly include:

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- Adhesives
- Aerosols
- Anti-freeze
- Asbestos
- Car batteries
- Fats, oil and grease
- Fertilizers
- Fluorescent lights
- Household batteries
- Mercury thermometers • Paint
- Pesticides
- Photo chemicals
- Poisons
- Solvents & thinners
- Used motor oil & filters

This policy applies to all MODHER employees in all locations (including virtual offices and employee home offices). To learn where hazardous waste can be disposed of near you, please visit https://search.earth911.com/?utm_source=earth911-header

For the Bay area office:

- <https://allcleanhaz.com>
- <https://sfenvironment.org/article/household-hazardous-waste-collection-programs-in-the-bay-area>
- <https://sfenvironment.org/safe-disposal>

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ENVIRONMENT PREFERRED PURCHASE AND PREFERRED VENDORS

EPP is the procurement of goods and services that have a reduced impact on human health and the environment compared to competing products serving the same purpose. It is an essential part of our search for high quality products and services at competitive prices.

EPP requires consideration of numerous environmental considerations, including:

- Post Consumer recycled content
- Energy efficiency
- Durability
- Low/zero air emissions
- Low/zero hazardous substances
- Water efficiency
- Easy, nonhazardous maintenance
- End-of-life management keeps materials out of landfills (e.g., reuse, recycling, return to manufacturers)
- Low life-cycle cost
- Responsible manufacturing
- Packaging and distribution efficiency
- Ecolabels

From copy paper to cleaners to printing services, every product purchased can have an impact on human health and the environment. To reduce the quantity and toxicity of waste we encourage environmentally preferable products that consider a range of attributes, including if the product is repairable, durable, made with recycled content, and can be recycled again.