

oh
POLLY

ENVIRONMENTAL POLICY

2024



INTRODUCTION

At Oh Polly, we recognise that we operate in an industry that can impact the environment. Therefore, our aim is to try and reduce that impact through technology, efficient processes and techniques, sourcing strategies and effective logistic arrangements.

We are committed to minimising our environmental impact and promoting a more sustainable way of working throughout all aspects of our operations. We recognise the importance of preserving the planet for future generations, and we strive to continuously improve our environmental performance.

This policy aims to outline the environmental objectives we are committed to and describes the actions we are taking to achieve these goals.

SCOPE

The Environmental Policy applies to all employees and contractors, both full-time and part-time. The Policy will be shared with suppliers, partners, and consultants to identify our red lines, aims, and objectives, as well as set the boundaries of our relationships with each other.



RESPONSIBILITIES

Implementation of this Environmental Policy is the direct responsibility of the board of directors and senior management, and indirectly, employees and contractors working for the organisation.

We have a dedicated **Sustainability team** and **Sustainability Champions** to support the delivery of our objectives.

OUR COMMITMENTS

Employee Engagement

- Promote environmental responsibility within the organisation by communicating and implementing this policy at all levels within the workforce. The Policy will be located on the Polly Portal at all times and will be a mandatory read for all employees.
- Provide training, education and resources to empower our employees to contribute both at work and in their personal lives.

At the start of 2024, we launched our internal Sustainability Knowledge Hub.

Carbon Footprint Reduction

- Report on our carbon footprint annually.
- Set a short-term and long-term carbon reduction target and strategy.
- Regularly report on progress towards achieving our goals.

In 2023, we calculated our first carbon footprint for the financial year. In total, we produced 48k tCO₂e. In 2024, we will be completing the same activity and looking to set reduction targets based on the data.

Legal Compliance

- Comply with all relevant environmental legislation and regulations. Specifically: Streamline Energy and Carbon Reporting, Energy Saving Opportunity Scheme, Plastic Packaging Tax and Extended Producer Responsibility.
- Constantly review the stages of new legislation.

Responsible Sourcing/Procurement

- Take into account environmental considerations within procurement.
- Prioritise sourcing preferred materials in our products and packaging.
- Have the appropriate materials certified and verified, for example, TENCEL™ Modal or recycled material certification such as the Global Recycling Standard (GRS).

Pollution Prevention

- We will not allow or cause pollution.
- Contaminated water from our premises and business activities goes into the foul drain.
- Invest in the adoption of cleaner production processes.
- Ensure no products are treated with chemicals in our Restricted Substance List.

Energy Efficiency

- Minimise energy consumption in our facilities and operations.
- Routinely measure energy consumption at all our sites.
- Invest in energy-efficient technologies, such as renewable energy and the CHP.

- Optimise our manufacturing processes.
- Promote energy conservation among our employees through education.

Water Conservation

- Minimise water consumption in our facilities and production.
- Implement and invest in water-saving measures and technology.
- Promote responsible water management with employees through education.

Reducing Waste

- Minimise waste generation across our supply chain, from production to packaging.
- Actively seek opportunities to reduce, reuse and recycle materials where possible.
- Continue to commit to diverting waste from landfills.

Continuous Improvement


- Encourage all partners and other key stakeholders to commit to improving environmental performance.
- Regularly assess, review and implement best practices across the business.
- Identify the leaders in the industry and review the actions they are taking.
- Consult with external parties concerned with minimising environmental effects in fashion.
- Review this policy annually and make amendments where applicable.

Transparency and Accountability

- Assess the environmental impacts of our operations and set objectives and targets annually to improve our performance through reporting.
- Regularly communicate our progress, challenges and achievements to stakeholders (including customers, employees and the public).

*To learn more about the initiatives we currently have in place,
[explore our Sustainability Hub on the website.](#)*

Signed by **Michael Branney**



Managing Director

Date signed **18.03.24**