

## Environmental Management System (EMS) Policy

### 1. Purpose & Scope

At P&A we are committed to protecting the environment and promoting sustainability across all our operations. This EMS Policy outlines our approach to environmental management and our commitment to continual improvement, regulatory compliance, and alignment with Sustainable Development Goals (SDGs).

### 2. Our Environmental Commitment

We recognise that our business activities have an impact on the environment, and we are dedicated to minimising negative effects while maximising positive contributions. Our commitments include:

- **Compliance:** Meeting or exceeding all applicable environmental laws, regulations, and industry best practices in the UK.
- **Sustainable Resource Use:** Promoting efficient use of natural resources and responsible sourcing of timber and other materials.
- **Pollution Prevention:** Preventing pollution through careful planning, operational controls, and waste minimisation initiatives.
- **Climate Action:** Taking proactive steps to reduce greenhouse gas emissions, enhance energy efficiency, and support climate resilience.
- **Biodiversity & Ecosystems:** Contributing to the conservation of natural habitats and supporting SDG objectives related to life on land.
- **Stakeholder Engagement:** Engaging with employees, suppliers, customers, and the community to foster a shared commitment to environmental stewardship.

### 3. Objectives & Targets

Aligned with our SDG objectives, we will:

- **Reduce Waste:** Implement waste minimisation, recycling, and reuse practices across all operations.
- **Increase Energy Efficiency:** Invest in energy-efficient technologies and practices in our manufacturing processes and retail operations.
- **Enhance Sustainable Procurement:** Source raw materials responsibly, ensuring sustainable forestry practices and reducing environmental impacts.
- **Promote Sustainable Mobility:** Encourage the use of low-emission transport methods for deliveries and staff travel.
- **Promote a Circular Economy:** Expand our pallet recycling operation by actively promoting the take-back, repair, and resale of used pallets to a broader customer base. This initiative reduces waste, maximizes resource use, and supports a sustainable, closed-loop system.
- **Monitor & Report:** Establish measurable targets and regularly monitor our performance to ensure continuous improvement in our environmental footprint.

### 4. Implementation & Responsibilities

- **Management Commitment:** Our leadership team is responsible for embedding this EMS Policy into our business strategy, allocating necessary resources, and reviewing performance regularly.

- **Employee Engagement:** Every team member is encouraged to participate in our environmental initiatives, receive training, and contribute ideas for sustainable improvement.
- **Supplier & Partner Collaboration:** We will work with suppliers and business partners to ensure environmental standards are met throughout our supply chain.
- **Continuous Improvement:** We are committed to the ongoing evaluation and enhancement of our environmental performance through regular audits, stakeholder feedback, and performance reviews.

## 5. Communication & Training

We will ensure that this policy is communicated to all employees, suppliers, and stakeholders, and provide ongoing training to ensure everyone understands their role in achieving our environmental objectives. Our progress will be transparently reported both internally and to our external stakeholders.

## 6. Review & Update

This EMS Policy is a living document. We will review and update it periodically to reflect changes in our operations, advances in sustainable practices, and new environmental challenges or opportunities.

## 7. Conclusion

By integrating environmental stewardship into our core business operations, P&A aims to create a positive impact on our environment, support sustainable development, and serve as a model for responsible business practice within our industry.