

Pentland Group plc

Including Pentland Brands plc

**GROUP ENVIRONMENTAL  
POLICY**

# Group Environmental Policy

Approved by the board of RSH on 11th November 2000

## Introduction

Robert Stephen Holdings plc and its subsidiaries, including Pentland Group, consider environmental issues to be an influential factor in our drive for world class standards and sustainable development.

We recognise that our business activities affect the natural environment in a number of ways. We aim, through continuing improvement, to minimise the adverse effects on the environment and the earth's natural resources, whilst safeguarding the health & safety of our employees and the public.



## We will strive to:

- **Comply with or exceed relevant legislative requirements.** Where these are inadequate we will set our own standards that comply with our environmental & ethical criteria.
- **Develop and implement a set of procedures** to monitor, control and review our significant environmental impacts (an Environmental Management System or EMS) and update it as necessary.
- **Encourage manufacturing suppliers** to recognise their environmental responsibilities, offering support, training and advice to help them implement sound environmental health & safety policies and practices.
- **Provide safe working conditions** for our employees, encouraging them to identify possible improvements and providing training wherever necessary.
- **Design and manufacture** our products with consideration of the environment, moving towards greater use of suitable materials and processes.
- **Reduce progressively** the environmental impact caused by our products and activities.
- **Communicate our policy** and achievements widely and, where appropriate freely share and disseminate the techniques used to improve environmental performance.
- **Make efforts to inform** the end users of our products how to use and dispose of them and their packaging responsibly.
- **Protect local and wider communities** from environmental damage or nuisance resulting from our activities, offering support to community ventures in the localities in which we operate.

