

ZEBRA MTD LTD GROUP

Environmental Policy 2017

Introduction

This document sets out the environmental policy of Zebra MTD Ltd (hereafter referred to as the, 'Group') and its subsidiary companies, regarding the activities and operations conducted at its premises, its temporary store locations, and on its behalf by third parties, but excluding factories that the group uses directly in the manufacturing of its products (this is covered by the Group's, 'Ethical Policy'). The Group recognises that it has a responsibility towards the environment beyond standard legal and regulatory requirements, and is committed to reducing its environmental impact by actively pursuing reduction measures across all areas of the business.

Organisational Structure and Supply Chains

This statement covers the activities of Zebra MTD Ltd and its subsidiaries:

- Companies within the group publish, distribute and retail calendars, cards, stationery and other gift products, as well as providing products and services to the charity sector.
- The group is based in Exeter, Devon, UK, and has direct operations in the United Kingdom and Republic of Ireland. Products are sourced both in the UK and overseas, as appropriate.

Our commitment

Our commitment is to:

- Continuously improve our environmental performance, and where practicable, integrate recognised environmental best practise into our business operations.
- Reduce our consumption of resources and improve the efficient use of those resources.
- Reduce our energy consumption as a percentage of our size.
- Manage waste generated by our business operations, incorporating reduction, re-use and recycling, as per the principles of the waste hierarchy.
- Comply as a minimum with all relevant environmental legislation.
- Create a culture of environmental awareness and consideration across the Group.
- Review our performance against tangible metrics to ensure we are maintaining continuous improvement of our environmental impact.

Our specific commitments to help reduce global packaging material flows

Our commitment is to:

- Ensure all our plastic packaging is reusable, recyclable or compostable by 2025 or earlier.
- Remove 'single-use' plastic from our supply chain by 2022 or earlier.
- Continue to use recyclable materials for shrink-wrap and polybags packaging, adopting more effective alternatives as they become viable.
- Continue to work with key partners in our supply chain and our client base to develop bio-degradable and non-plastic packaging.



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Our actions

In order to do the above we will:

- Buy recyclable paper products, wherever practicable, and seek to increase such products as a percentage of total paper products.
- Use FSC accredited paper for all office copiers/printers
- Reuse paper, where possible, and recycle as much of the remainder as possible, and seek to increase the percentage of reused or recycled paper as a percentage of total paper.
- Recycle, where possible, all other waste products, and seek to improve our percentage recycling performance year on year.
- Introduce capital, operational and behavioural measures to reduce our energy consumption as a percentage of our size and business activity.
- Apply environmental principles to our purchasing and manufacturing decisions to ensure that waste is minimised.
- Apply environmental principles to our transportation decisions to ensure that carbon emissions are minimised.
- Actively pursue environmental impact reduction measures, and provide funding for initiatives, where reduction and payback projections meet Group funding thresholds.

Specific measures:

Example measures we have taken to uphold our commitments are as follows:

- The use of motion-triggered lighting in our office space.
- Use of 'zero-to-landfill' waste management contractors.
- Use of a Building Information Management System to control our building environment and optimise our energy usage.
- Introduction of low-power, LED lighting within our main, Exe Box Warehouse.
- Limiting the use of air-conditioning systems to cool computer servers and delicate stock, only.
- Evaluating whether we can rent or share equipment, rather than outright purchase.
- Sourcing fixtures and other goods and services from West Country suppliers, wherever possible.
- The reuse and refurbishment of fixtures to extend their usable lifetime.
- Consolidation of deliveries to stores, wherever possible, and as a first principle.
- Placing environmental constraints and performance standards upon our suppliers.
- Monthly monitoring of our usage of Day and Night electricity units to measure our success in energy usage reduction.

