

Environment and sustainability policy

This is Switchshop's environment and sustainability policy (the Environment and Sustainability Policy).

Policy Statement

At Switchshop we recognise the importance of environmental responsibility and we are committed to minimising the impact that our business has on the environment by employing a robust environmental and sustainability management system.

Switchshop maintain an environmental system designed to meet and exceed the requirements of ISO14001:2015.

Objectives

It is the policy of Switchshop to:

- meet or exceed all environmental legislation, regulation and other compliance obligations that relate to Switchshop;
- protect the environment, including prevention of pollution, sustainable resource use and climate change mitigation and adaptation;
- identify and manage our significant environmental impacts;
- develop appropriate objectives and targets to reduce our environmental impact, operational costs and drive efficiency;
- monitor our environmental performance and drive continuous improvement;
- strive to minimise waste and prevent pollution in our operations;
- communicate, engage and work with our stakeholders, including customers and our supply chain, to achieve a common goal of reducing environmental impact while also positively influencing behaviours;
- ensure that all employees are made aware of their individual obligations in respect of this environmental policy;
- provide all the resources of equipment, trained and competent staff and any other requirements to enable these objectives to be met;
- maintain a management system that will achieve these objectives and seek continual improvement in the effectiveness and performance of our management system based on "risk".

To ensure the company maintains its awareness for continuous improvement, the environmental system is regularly reviewed by the board of directors to ensure it remains appropriate and suitable to our business. The Environmental System is subject to both internal and external annual audits.

A handwritten signature in blue ink, appearing to read "Tom Glinka".

Tom Glinka
Director

Version Number 2.0

Dated 01/08/2025