

Hardybee Ltd Environmental Policy

1. Introduction

1.1 Hardybee Ltd strives to be a leader in environmental sustainability and believes that a successful future for our business and the customers we serve depends on the sustainability of the environment, communities and economies in which we operate.

1.2 As a responsible corporate citizen, we bear a responsibility to consider the impact of our actions and how they affect the environment, both directly in terms of our operations and indirectly through our purchasing decisions, the products and services we offer to our customers and the business opportunities we pursue.

1.3 We are committed to minimising the impact of our operations on the environment and to demonstrating leadership by integrating environmental considerations into all our business practices.

1.4 The requirements of this policy apply to all entities and employees of Hardybee Ltd.

2. Environmental commitments

2.1 Protect the environment

2.1.1 Hardybee Ltd will protect the environment, including preventing pollution through responsible management of our operations;

2.1.2 Will give appropriate weight to this environmental policy when making future planning and investment decisions;

2.1.3 Will reduce resource consumption, waste and pollution in our operations.

2.2 Compliance

2.2.1 Hardybee will comply with, or exceed, our environmental obligations, including taking a proactive approach regarding environmental legislation that affects our business.

3. Operations

3.1 Objectives and targets

3.1.1 Hardybee Ltd will set targets and objectives, within the scope of the environmental management system, to achieve continual improvement and sustainable development;

3.1.2 Will establish and periodically review and report progress on objectives and targets in the pursuit of continual improvement in our environmental management system for the purpose of enhancing our environmental performance and on-going prevention of pollution.

3.2 Own operations

3.2.1 Hardybee Ltd will minimise the environmental impact of our own operations through best practice management of our use of energy, transportation, material consumption, water use, waste and emissions. Our stated aims are to:

- Continuously improve our environmental performance particularly with regards to our recycling and re-use of paper.
- Where possible, use recycled or ecologically friendly paper.
- Use 'waste' paper for notepads unless confidentiality may be compromised.
- Reduce our consumption of resources and improve the efficiency of those resources by printing double sided where practicable

- Manage waste generated from business operations according to the principles of reduction, re-use and recycling
- Recycle all paper products, ink or toner cartridges.

3.2.2 Hardybee Ltd will encourage suppliers, subcontractors to adopt the same environmental principles as us.

3.3 Purchasing decisions

3.3.1 Hardybee Ltd will consider the environmental performance of our suppliers and the environmental attributes of products and services in our purchasing decisions.

3.4 Audits

3.4.1 Hardybee Ltd will ensure adherence to our established environmental management processes through periodic internal and external audits.

4. Engagement and transparency

4.1 Employees

Hardybee Ltd will;

- raise employee awareness and support employee creativity and enthusiasm with respect to implementing our environmental policies, guidelines, programs and initiatives;
- continually promote environmental awareness, responsibility and best practices and to support the environmental sustainability culture of our company through education and in-house initiatives to reduce our environmental footprint.

4.2 Reporting

4.2.1 Hardybee Ltd will report transparently on our internal environmental performance through our company website.

This policy has been approved & authorised by:

Name: Emma Phipps

Position: Managing Director, MD2MD

Date: 02/01/2024

Signature: 