

## ENVIRONMENTAL POLICY

The Vitec Group and its subsidiaries take our environmental responsibilities seriously and have implemented initiatives with the aim of reducing the environmental impacts of our operations, products and services. We recognise that a responsible and sustainable business must endeavour to reduce its long term impact upon the environment. Each business unit within the Vitec Group is encouraged to develop the most appropriate measures to reflect their particular operations, but focus on our aim is driven by oversight and ownership at Board level.

The Group Chief Executive has overall responsibility for the environmental performance of the Group and its businesses and will ensure that adequate resource is directed towards meeting environmental targets and objectives.

Key areas of focus include:

**Products:** We design and manufacture our products so that they have a limited impact upon the environment in terms of materials used for production, packaging, disposal and when in use.

**Environmental Resources:** We aim to reduce our environmental resources footprint including usage of gas, electricity and water across all of our manufacturing, warehouse and administrative sites.

**Transport:** We aim to reduce our carbon footprint both in terms of the transportation of our products between production, distribution and sales sites and in respect of business travel by employees.

**Waste:** We encourage recycling of waste products, materials, paper and other items that can be recycled at all of our sites. We also aim to use materials efficiently; prevent or minimise waste through design; maximise on-site recovery (reuse and/or recycle); and minimise waste to landfill.

**Supply Chain:** We aim to work with our supply chain to ensure preference is given to: materials with a low embodied energy; materials with a low environmental impact; and materials which are locally sourced where possible.

**Certification:** We aim to develop effective environmental management systems and encourage our principal manufacturing sites, where appropriate, to become ISO 14001 certified.

To achieve these aims we will:

- endeavour to comply with any applicable environmental legislation, regulations and industry standards in the countries in which we operate;
- set measureable and realistic environmental objectives and targets, and report on these annually to stakeholders in our Annual Report;
- continually monitor our energy usage and emissions, working with experts to develop our practices;
- encourage all our business partners throughout our supply chain to take note of our environmental policy and act in accordance with it;
- continue to assess the environmental impact of all historic, current and likely future operations and integrate environmental issues into business decisions where possible in a cost efficient manner;
- promote recycling to our employees and business partners;

- ensure that our employees understand and act in accordance with this policy; and
- regularly review our policy to take account of developments and changing expectations.

We believe that the effective implementation of this policy will ensure that our business is sustainable and more effective in delivering our purpose of providing vital products and services that support the capture of exceptional images.

**Stephen Bird**  
**Group Chief Executive**

12 December 2017