



Environment Policy

Code: POL/05

1. Introduction

- 1.1 This document details the Company Policy concerning environmental impact, protection, and improvement. This policy builds on the Ede's Quality and Environment Policy within the Ede's Business Management System to provide an additional layer of detail.
- 1.2 Environmental policies establish impacts and guidelines for acceptable operations that reduce the risk of negative environmental impacts occurring within the organisation, operations, and supply chain.
- 1.3 The Company referred to throughout this document as Ede's is legally registered as Ede's (UK) Limited.

2. Policy Statement

Ede's understands the importance of environmental protection and is committed to operating its business responsibly and in compliance with all legal requirements relating to specialist commercial office relocations, storage, and logistical transport services. It is the Company's declared policy to operate with and to maintain good relations with all regulatory bodies.

- 2.1 Ede's approach to business is guided by commitments to the principles of leadership, inclusivity, transparency, integrity, stewardship, and continuous improvement. The Company therefore takes environmental responsibility very seriously and works to continually improve in this space.

3. Scope

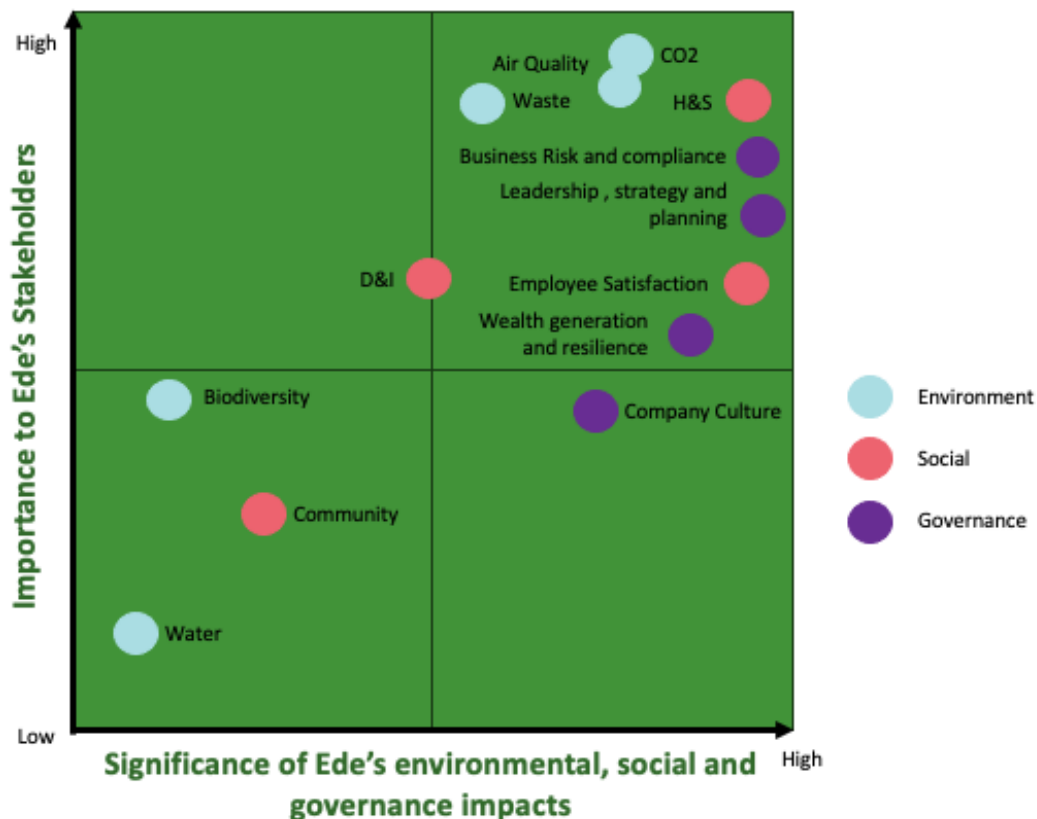
- 3.1 This policy applies to all Colleagues of the Company Ede's in all entities, regardless of seniority or site. It also extends to anyone working for or on the Company's behalf e.g., those engaged by the Company on a self-employed basis or an agency arrangement. Where reference is made to UK legislation it is expected the equivalent local legislation to be followed in other jurisdictions.
- 3.2 The application of this policy includes where the Company's business involves the use of third parties e.g., suppliers; contractors. The Company choose to do business with organisations which have an equal commitment to environmental protection.

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	Approved date: 14/03/2024	Next revision date: 14/03/2026

4. Environmental Materiality

4.1 Ede’s will carry out reasonably practicable measures to protect the environment and to continually improve the Company Business Management System (BMS) in terms of the environment. Ede’s hold ISO14001 certification to enable rigor around the BMS, further details are available in Ede’s Business Management System.

4.2 A Materiality Assessment aligned to the Global Reporting Initiative (GRI) has been conducted to identify the key environmental, social and governance topics where Ede’s has the greatest impact, and that Ede’s stakeholders rate with the most importance. In terms of the environment, Greenhouse Gas (GHG) emissions and the resulting air pollution, along with waste volumes have been identified as the greatest focus areas for reduction.



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5. Environmental Management and Goals

5.1 Energy and GHG Emissions

The Company have set an external carbon dioxide target to halve emissions by 2030 against the baseline of 2023, and to be net zero by 2050. This target has been formally committed to via the SME Climate Hub Race to Net Zero pledge. This target covers scope 1 and 2 emissions, due to Ede's supply chain and other scope 3 emissions being estimated as relatively low. Ede's are looking at several decarbonisation and efficiency options to reduce fleet carbon emissions, where the biggest part of the emissions come from. To become net zero in 2050 a maximum of 10% of baseline emissions will be offset, encouraging a focus on reductions rather than offsets.

5.2 Pollution

Ede's prevent pollution in all its forms. By reducing GHG gas emissions through limiting the use of fossil fuels, in turn this leads to reductions in localised air pollution. Ede's do not discharge any chemicals to water bodies. Noise emissions from operations are controlled with the relevant risk assessments, and Personal Protective Equipment (PPE) is in place where noise may be elevated.

5.3 Water Management

Having low water usage, the Company commit to monitoring water consumption at least quarterly and acting if volumes increase.

5.4 Waste Management

The volume of waste in Ede's own operations is reported monthly, with waste transfer and consignment notes available to ensure they are present, and that waste is being disposed of correctly. Ede's have created a dedicated service called Ede' RE which provides options for customers to resell, repurpose, and recycle unwanted furniture, looking to reduce materials sent to general waste.

5.5 Biodiversity

Having a low impact on biodiversity the Company promote initiatives in this space around the social aspects of business by arranging volunteering and engagement opportunities that bring people closer to nature, raise environmental awareness and enhance local biodiversity.

6. Environmental Compliance and Training

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- 6.1 The Company schedules time to review existing and anticipated legislation and regulations that have, or may have, an impact on business activities.
- 6.2 All relevant new legislation and regulations are reviewed as part of day-to-day management activities and more formally during Management Reviews, to establish their relevance with Company activities. The Legal Register is available for more information and documents relevant legislation.
- 6.3 Training of employees to raise awareness and provide guidance around environmental issues is carried out for new starters using an external environmental training course via the iHasco platform.

7. Accountability and Reporting

- 7.1 The Management Team is accountable for measuring and assessing the environmental effects of the Company activities and to provide guidance to the business in terms of areas to focus, reporting on progress monthly to the board detailing the following indicators:
- % CO₂ reduction against 2023 baseline
 - % waste repurposed
 - % waste resold
 - % waste recycled
- 7.2 The Board of Directors are accountable for ensuring that Ede's conducts business in a manner that avoids negative environmental impacts, and meets the requirements of this Environment Policy, providing guidance to the business in terms of areas to focus.

8. Policy Monitoring

- 8.1 This policy is not intended to be contractual and can be amended or withdrawn at any time.
- 8.2 This policy supersedes any previous agreements and/or documents previously communicated.
- 8.3 The policy will be monitored to confirm that the above arrangements.

9. Change Control

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Version No	Page No	Date	Brief detail of changes
1		14/03/2024	First release date. Replaces retired Environment Policy POL05.

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