



Purpose

The purpose of this policy is to identify and manage our product and environmental impacts to enable us to achieve our goal of net zero by 2040, report on our progress towards this goal and ensure our staff are aware of the environmental impacts of their work activities and decisions.

Introduction

Since Seasalt began in 1981, the business has been committed to being ethically and environmentally responsible. We recognise the increasing impact our growing business has on the environment, from the processes, energy & water used to produce our clothing and support our operations, and the resulting waste generated.

We have committed to achieve net zero by 2040 at the latest, meaning we will balance all carbon emissions across the business through decarbonisation followed by neutralisation.

The Environmental Policy outlines the shared responsibilities of everyone at Seasalt in achieving our net-zero ambition. It is implemented through the Seasalt Sustainability Strategy, which is governed by the Seasalt Sustainability Steering Committee.

Scope

This policy applies to Seasalt's product and operations, offices, distribution centres and stores and the employees and contractors who work in them. We encourage our suppliers and partners to demonstrate the commitments reflected in this policy. This policy does not form part of the Seasalt staff contract of employment. We may amend or vary the policy as appropriate at any time.

Our commitments

PRODUCT

We are committed to reducing the impact of our garments and leatherwear product through the following targets:

- 100% of the cotton used in our collections is fully traceable and certified as organic by the end of 2024.
- 100% of our leather is sourced from gold and silver rated Leather Working Group tanneries by the end of 2024.

- 100% of the wool used in our collections is certified by the Responsible Wool Standard by the end of 2024.
- 100% of the viscose used in our collections is from responsibly managed plant sources and made using closed loop systems by the end of 2024.
- Engaging with Tier 1 suppliers to monitor environmental performance across their facilities and work with them to develop reduction targets by the end of 2023.

ENVIRONMENT

We are committed to achieving carbon net zero by 2040 and have developed science-based targets which, once validated, will form the basis of our carbon strategy roadmaps.

In addition to meeting our science-based targets we will:

- Fulfil our compliance obligations including relevant environmental legislation, permits and other environmental requirements, such as the management of hazardous waste, the Waste Electrical and Electronic Directive (WEEE) and Restriction of Hazardous Substances (ROHS).
- Send zero waste to landfill from our operations by the end of 2023
- Reduce our consumption of resources and improve the efficiency of those resources.
- Procure 100% renewable electricity from in-country sources where it is possible to do so.
- Discourage any unnecessary business travel and encourage walking, cycling, car sharing and the use of electric vehicles and public transport for commuting whenever possible.
- Ensure environmental criteria are considered in the procurement of goods and services.

Reporting progress

We will publicly report our progress annually through our Sustainability Report and SECR submission.

Issued by:

Paul Hayes, Chief Executive Officer



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