



The Schnieder Boot Company

Environmental Performance and Sustainable Development Policy

The Schnieder Boot Company is committed to the achievement of outstanding environmental performance and sustainable development.

We are striving to ensure every aspect of our business incorporates the principles of sustainability. This means we will strive for sustainability in our roles as an employer, provider of goods and services and a purchaser.

The Schnieder Boot Company recognises that managing the environmental impact of operations is essential. This means that we will respect the planet's resources, take measures to preserve the environment for future generation, incentivise resource efficiency, use sound scientific evidence to inform our policies where available and work with stakeholders to achieve these aims.

The Schnieder Boot Company makes the following commitments both in respect of its own activities and, where appropriate, in its influence over the wider community:

1. To reduce our demand for natural resources and energy and to improve efficiency.
2. To seek to minimise the waste produced from our activities and to recycle where possible.
3. To continuously improve the sustainable management of our building to reduce the emission of air pollutants and greenhouse gases.
4. To prevent environmental harm or pollution incidents by ensuring our working practices comply with all relevant legislation.
5. To ensure that all staff are aware of our environmental standards and shared responsibilities and encourage improvement in our supply chains.
6. Ensure high quality of products through good design.
7. To maintain continuous improvement through integration of sustainable development principles and practices.

To meet the commitments, The Schnieder Boot Company will:

- Use this policy as a framework for setting objectives and targets for environmental improvement.
- Maintain a procurement policy that conforms to these objectives.
- Operate effective management of environmental impacts.
- Communicate the requirements of this policy to all employees, suppliers and partners.
- Make this policy publicly available.

A handwritten signature in blue ink, appearing to be 'C. J. ...', is located at the bottom left of the page.

30th June 2023