ELOVADE

Sustainability Policy

August 2024

Sustainability Policy Statement

Brigantia is committed to producing an effective management strategy targeting safety, health, environment, energy, carbon reduction and sourcing in a responsible manner.

These variables are of key importance to the long-term sustained success of our business.

As a minimum, we comply with all applicable legal and regulatory requirements and the effective implementation of these goals is central to our conditions of employment, partnership and supply.

Policy Aim

- To comply with and exceed, where practicable, all applicable legal and regulatory requirements.
- To integrate sustainability considerations into all our business decisions.
- To educate all staff of our Sustainability Policy and ensure their active participation in implementing and improving it.
- To minimise the impact on sustainability of all office activities.
- To make our partners aware of our Sustainability Policy and transfer Brigantia sustainability culture to the entire value chain: suppliers, partners and other shareholders, to encourage them to adopt innovative sustainable management practices.
- To review and continually strive to improve our sustainability performance.

Practical Implementation

- Minimise use of paper and other office consumables, for example by identifying opportunities to reduce waste and reuse equipment.
- Communication and promotions of sustainability procedures to all staff, including at staff inductions;
- As far as possible, recycle office waste, including paper and computer supplies.
- Reduce the need for our staff to travel by supporting alternative working arrangements, including working from home.
- Purchase fair-trade beverages for office consumption.

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Last Year's Accomplishments

Launched Brigantia's new office, this space has enabled us to:

- Utilise sustainable lighting and electrics.
- Improved re-cycling facilities.
- Filtered water cooler to reduce single use plastic consumption.
- Completely ceased using coffee pods due to the new fair-trade coffee machine.
- Lower energy consumption laptops, docks and screens.
- Encouraging less business travel for employees and whenever practicable, this travel is completed by train and public transport.
- The promotion of hybrid working moving forward: online meetings and when appropriate working from home.

Future Plans

Brigantia's sustainability goals for the next year are:

- Formal laptop recycling procedure to reduce electronic waste and increase charitable contributions.
- Increased recycling procedures – including comprehensive on-site recycling services.
- Ban single use plastic and cups on site.
- Additional dishwasher to encourage and enable staff to use reusable water glasses and mugs.

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