



POLICY/PROCEDURE	Environmental Policy
VERSION	1.2
POLICY WRITTEN BY	Andrew Dent/Adina Pupazan
DATE	15/08/2025 (Review 16/08/2026)

INTRODUCTION

An Environmental policy is aimed at balancing environmental protection and the conservation of natural resources with other policy goals, such as affordable energy as well as economic growth and employment.

The Management Team of Beeswift Limited is fully aware of the possible impacts their activities could have upon the environment and of their obligation to protect the health and safety of their employees.

This Environmental Policy Statement is set to influence the activities of the business and all people connected with our business.

We are committed to a process of continual improvement and the protection of the environment including prevention of pollution by minimising the environmental impact of our business operations and maintaining the firm's resilience to environmental risks and impacts. In doing so we fulfil our compliance obligations and those requirements which relate to our environmental aspects.

Energy Consumption and Greenhouse gasses

Beeswift Limited are dedicated to lowering our Energy consumption and greenhouse gasses, to do this we have quarterly updates of the energy consumption and where we feel it is possible to lower our energy consumption.

We have also had our headquarters fitted with a voltage optimiser to lower the amount of electricity that our headquarters pulls from the grid which will help lower our electricity use by up to a third.

For our Greenhouse gas/carbon footprint we have had an audit carried out to work out our scope 1, 2, and 3. For our scope 1 & 2 we will be, in line with government advice offsetting our CO2 fully each year. For our scope 3 we will be working with all our suppliers and partners etc and working out the best ways to lower our scope 3 CO2. Our current goal is to be carbon Neutral by 2035.

Promotion of sustainable consumption

Beeswift are proud to promote sustainable consumption and are planning to install our very own solar array to help reduce our daily electricity costs to none by having all the power in the company generated by our solar panels. Our goal is to have the solar array installed over the course of the next 3 years and be solely reliant on solar power by 2030.

We also have several suppliers that we work closely with who have followed our encouragement and have installed their own solar arrays to benefit from producing their own clean energy and therefore helping to lower the carbon footprint for our products.

Air Pollution

Due to the nature of our business we do not ourselves cause much air pollution except for situations such as staff commuting and our small local van delivery service. Using the Electric car scheme our staff can lease an electric car which eliminates the need for fossil fuels and therefore causes no emissions and pollutants into the air. For our Local van delivery service our delivery team strategize out the most efficient routes daily to ensure that we use as little fuel as possible whilst still maintaining efficient service. However, we ask our suppliers to reduce their air pollution 5-10% each year and to show us evidence to help lower our overall Carbon footprint.

Water

Beeswift Limited are continually monitoring our water consumption and are happy that all water usage on site is kept to a low level. Where our partners and suppliers who have greater water consumption when manufacturing products are concerned, we work with them to ensure that water usage is kept low and where possible the water is re-cycled for use so therefore is creating far less waste. We have a yearly goal to lower our water usage by 10% for our head quarters.

Beeswift commits to:

- Compliance with all applicable Environmental legislation and any other requirements considered appropriate
- improve their environmental performance by publishing objectives and improvement targets for updated environmental practices. The company will work towards these objectives, improvements and targets with action plans which are reviewed at regular intervals and where possible conserve natural resources through waste minimisation, reclamation, re-cycling and other appropriate methods.
- prevent pollution and protect the environment
- provide environmental training to all employees (according to job description) to enable them to operate effectively
- Measure and document its environmental performance. The company operates in compliance with all relevant United Kingdom, Environmental Legislation, Regulations and Codes of Practice and is committed to do so as these statutes develop over time.
- Reduce waste and improve the efficient use of natural resources
- Have a full carbon assessment carried out to understand and lower our GHG emissions and energy consumption year on year.

To meet our commitments we will:

- Monitor key objectives and targets for managing our environmental policies and performance and allocate resources for their effective direction and implementation
- Communicate internally and externally our Environmental Policy and performance, on a regular basis
- Communicate the importance of environmental issues to our employees
- Work together with our employees, business partners, suppliers etc to promote improved environmental performance
- Monitor external environmental impacts and ensure the company resilience to the potential risks
- The Environmental Policy Statement shall be reviewed annually, is included in the complete ISO 14001:2015 Environmental Management System
- Display our Policy on the notice boards for our employees. Also make it available to interested stakeholders, and members of the public as requested

Any initiatives that contribute to improved work methods, environmental safety at work, at home and in the local community, are fully encouraged.

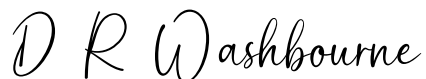
This Statement represents our commitment to adhere to the requirements set out in ISO 14001: 2015.

Beeswift will commit the resources necessary including training, so that everyone connected to the business understand their Duty of Care towards the environment. Every employee, including temporary must understand and work with an environmental responsibility and through these principles help to reduce the environmental impact of our business.

The co-operation of suppliers and sub-contractors in recognising their environmental and health & safety responsibilities when supplying goods or services is sought at all times.

Next review no later than 15th August 2024.

Signed,



Print Name: **D R WASHBOURNE**

Position: Chief Executive Officer **ON BEHALF OF GERBER GOLDSCHMIDT GROUP (UK) LIMITED, BEESWIFT LIMITED AND BEESWIFT BV**



Print Name: **D J GRIFFIN**

Position: Chief Financial Officer **ON BEHALF OF GERBER GOLDSCHMIDT GROUP (UK) LIMITED, BEESWIFT LIMITED AND BEESWIFT BV**



Print Name: **B BALDWIN**

Position: Chief Operational Officer **ON BEHALF OF GERBER GOLDSCHMIDT GROUP (UK) LIMITED, BEESWIFT LIMITED AND BEESWIFT BV**