

## Environmental and Sustainability Policy

Founded in 1965, we design, manufacture, assemble and distribute personal fall protection equipment (PPE) and systems for sport and industrial applications. We also manufacture and sell our own-brand products, both PPE and non-PPE. Our products are sold to a mix of specialist sport retailers, industrial access suppliers, emergency services as well as directly to the public. Users of our product vary from climbers to kayakers, from mountain rescue teams to offshore oilrig workers. We mainly sell within the UK and Eire, but our international customer base is increasing. Located on the fringes of both the Lake District National Park and Yorkshire Dales National Park, we appreciate the importance of respecting and protecting the environment and pay full regard to environmental considerations.

### Our Impacts

We are committed to reducing the negative environmental impacts of our own activities, in particular:

- ❖ Working with staff to reduce energy and water use, reduce waste and increase recycling
- ❖ Integrating environmental and ethical considerations when choosing suppliers and services for our business operations
- ❖ Reducing waste to landfill, increasing reuse and recycling

Our administration and manufacturing departments are housed in our purpose built headquarters which are adjacent to our warehouses and Work & Rescue training department. Our Company owned headquarters allow the opportunity for us to bring about positive environmental impacts:

- ❖ Photo voltaic cells provide electricity
- ❖ Solar panels provide heat for domestic hot water
- ❖ Rain water is harvested for flushing toilets and using in outside taps
- ❖ Forced air ventilation and air source heat pumps keep the building warm in winter and cool in summer
- ❖ Building Management Software ensures maximum efficiency by automatically controlling the boilers, pumps, air flow, temperatures and passive ventilation

In 2014 we purchased 5 acres of land in the Lune Gorge. The site is 1.5 miles from our headquarters and is primarily used as a natural training venue for our Work & Rescue training customers. The site is split into two areas with little done to disturb the established vegetation. Part of the site is used by a local farm for grazing, while the remainder; which is used for our training purposes, is where we encourage wild grasses and flowers to grow. We intend to have as little impact upon the site as possible in order to encourage this land to develop naturally.

### Our Commitments

Our Environmental Management System has had continual ISO 14001 certification since February 2009. In order to continue this certification and to support this Policy, specific environmental objectives are set and reviewed with the aim of continual improvement.

We ensure compliance with all relevant environmental legislation. The appointment of managers with day to day responsibility for administering this Policy ensures environmental issues remain central concerns of the Company. We are committed to continually enhancing our environmental performance by minimising potentially adverse environmental impacts arising from our business operations and taking steps to minimise pollution and waste.

We are committed to ensuring staff well-being, notably by providing a safe, open and co-operative working environment with professional development and training opportunities. We offer favourable terms and conditions of employment and a variety of staff entitlements, including a Cycle to Work Scheme.

As a corporate Gold member of Cumbria Wildlife Trust, we grant all staff one day's paid leave each year to carry out volunteer work with the Trust.

All employees and sub-contractors are required to co-operate in the implementation of this Policy, ensuring that their own work is carried out without risk to themselves, others or the environment.

This Policy is reviewed on an annual basis by the Board of Directors and updated as necessary.

This policy is endorsed by:



Carol Nicholls  
Managing Director - Commercial  
November 2020