Environmental Policy

1. Introduction

Mondottica aims to provide clarity to all staff regarding policy obligations, entitlements, and expectations, ensuring all staff fully understand and benefit from the policy provision. We will ensure our policies are up to date, to provide you with the appropriate guidance, and in return expect you to read and comply to the guidance or rules.

Our Company Values:

We do the right thing,
We own our actions,
We think customer first,
We are proud,
We deliver

all underpin our policies and if you have feedback or questions on how they may be improved please contact the policy owner.

2. Scope

The purpose of the Environmental Policy underpins our responsibility to not only be aware of our impact on people and planet, but to take actions to reduce or remove any negative impact and create positive change for the future. Our corporate sustainability actions align with our code of ethics and our core values.

This policy applies to all Employees (full or part-time) whether permanent or temporary, all Consultants, Volunteers, Interns, Directors and Board members. (for the purposes of this policy collectively known as 'Staff')

'Mondottica', 'We', or 'Us', will be used interchangeably within this document.

Unless otherwise stated this policy is non-contractual.

3. General

We acknowledge that our operations may influence the environment and have identified our key operational aspects that contribute to our environmental and carbon footprint:

- *Consumption of electricity, gas, water, and other fuels*
- *Waste generation*
- *Business travel emissions*
- *Promote the use of sustainable raw materials*
- *Understand procured goods and services that have their own environmental impact*

Our top-level management's commitment to the environment has aligned us with the UN Global compact and its ten principles on human rights, labour, anti-corruption, and the environment.

Our environmental commitment can be demonstrated in our established objectives and goals below:

- *Our certification within the B Corp movement and its alignment with the UN Global Compact 17 Sustainable Development Goals*

- *Our membership of the UN Global Compact and our alignment to its 10 principles on human rights, labour, anti-corruption, and the environment.*

- *Compliance with all applicable standards, laws, requirements, regulations, and public/customer expectations.*

- *The continuing monitoring of our key resource usage and implementing conservation techniques to achieve our environmental targets.*

- *The continuation of improving our waste/recycling processes and minimising our impact on landfill.*

- *Our commitment to achieving Net Zero emissions in line with the UK Government by 2050.*

- *During our transition to Net Zero for direct operations our commitment to offsetting our measured carbon footprint through recognized global environmental projects.*

- *The minimising of unsustainable transport through the development of travel plans, greener transport methods and remote meeting technologies.*

- *Our assurance to work with suppliers who demonstrate their commitment to ethical and responsible business practices within their supply chains via SEMTA audits.*

- *Carbon impact auditing through our quality management system of ISO9001*

- *Publishing and distributing organisational sustainability updates and reports and UN compact reporting.*

We will continue to improve our environmental management system by working with internal and external bodies, considering any changes in legislation, our organisation structure, and other factors. We will convey this policy to all our employees ensuring that they are provided with training to increase awareness of environmental matters.

Mondottica Ltd will make this policy available when requested to interested parties including suppliers, customers and brand partners.

Signed: _____ Position: Managing Director

Date: 9.7.26