

Environmental Policy

1. Mission Statement

To identify, measure and manage the significant environmental impacts of the Premier Farnell business in order to protect the environment from harm and degradation while delivering an industry-leading customer experience.

Premier Farnell will:

- Comply with relevant and applicable environmental laws, regulations and other requirements
- Drive continual improvement in the efficient use of resources and reduction of pollution and waste
- Consider its involvement in the lifecycle of the products that it sells
- Provide appropriate environmental training for employees whose activities impact environmental performance

2. Senior Leadership

The Senior Leadership Team are responsible for ensuring that the environmental risks and opportunities for the business are considered and acted upon appropriately, and that the environmental management system is suitable for the business.

Support will be provided by the appointment of a manager of Health and Safety & Environment and the provision of sufficient local technical resources to support this policy.

3. Framework for Objective-Setting

Objectives will be set by the Senior Leadership and targets implemented to support their achievement.

Objectives and targets will take into account the significant environmental Aspect and Impacts of the group and the capacity for mitigation and improvement. They will be cascaded to managers and individuals within the business as appropriate. Responsibility will be recorded in the performance management system and KPIs will be tracked. Objectives will be reviewed at by appropriate managers.

4. Monitoring and Measurement

Performance will be measured using internally-monitored KPIs for core environmental Aspects. Environmental performance will be reported by each business to the Finance team and regional performance will be integrated into global performance metrics and reported via the parent company.

5. Communication of this Policy

This policy will be communicated externally on the Premier Farnell transactional websites. Internally, this policy will be communicated by the company intranet and departmental managers, as appropriate to the business function.

6. Policy Review

This Policy will be reviewed for suitability by managers with responsibility for Environmental Management and amendments will be proposed to the as required or as part of the annual Management Review.