

Tilsatec Limited is a company that feels strongly about reducing the impact on the environment. This document demonstrates our commitment to environmental sustainability and dedication to implementing environmentally responsible practices. This policy serves as a framework for our company when setting environmental objectives.

This policy applies to all operations of the company including manufacturing of high-performance yarns, glove knitting, supply chain, product management, warehousing and administration. This environmental policy is fully supported by all employees and will be communicated to all site contractors and visitors that are involved in our activities. Tilsatec is committed to the protection of the environment, including the prevention of pollution and the reduction of environmental impacts arising from our activities, products and services.

Tilsatec has committed to measure our carbon footprint annually and reduce our carbon emissions by 42% by 2030. We have set up a carbon reduction plan to reduce our impact on the environment and become net zero carbon by 2050.

We aim to achieve our objectives by carrying out the following:


- Maintaining an EMS and following the ISO 14001 standard principles
- Identifying aspects of the business that have an impact on the environment
- Fulfil our compliance obligations and comply with applicable local, national and international environmental laws, regulations and other requirements.
- Implementing efficient practices when it comes to the use of resources such as energy, water and raw materials
- Exploring opportunities for renewable alternatives
- Ensuring our operations are efficient by carrying out periodic evaluations in order to minimise waste
- Enforce office paper and cardboard recycling schemes in order to help save trees and significantly reduce the amount of water and electricity required to make new paper.
- Only work with SEDEX registered suppliers that participate in yearly SMETA 4-pillar audits to cover their environmental performance
- Ensure future investments in equipment, building and infrastructure considers energy efficiency and environmental impact
- Promote continuous improvement in respect of air, water and land pollution from our premises to reduce our operational impact on the environment and local community.
- Regularly audit our processes to ensure compliance with our environmental management systems

We are committed to implementing appropriate control measures and seek to continuously improve our pollution prevention efforts and our EMS to enhance environmental performance.

Tilsatec is committed to transparent communication regarding our environmental performances, initiatives and progress to all stakeholders and other interested parties. This policy is available to the public and maintained as documented information.

Employees are strongly encouraged to participate and offer suggestions as to how they may improve company performance. We are committed to promoting environmental awareness among our employees and provide the necessary training and resources to contribute to our environmental objectives.

This Environmental Policy shall be reviewed annually, or sooner if significant changes occur to the organisation, its activities, or applicable environmental obligations.

| Issue Date | Review date | Managing Director | Managing Director Signature |
|------------|-------------|-------------------|---|
| April 2024 | Jan 2025 | Ben Griffiths |  |