

Environmental Policy

HS Walsh & Sons Ltd are committed to providing a high-quality service whilst conducting our business in an environmentally considerate manner, so as to minimise the environmental impacts of our business operations. We undertake to assess the impact of our activities and adopt procedures, control measures and business practices, which help protect the environment. We will ensure regulatory compliance by setting standards that are to be achieved for all areas of our business. We will monitor and audit those standards and maintain an action plan aimed at continual improvement.

This policy is operational throughout the business and the key aims are:

- Formalise our commitment to supporting the principles of environmental sustainability and the benefits of this to our business, our employees and all other stakeholders.
- Preserving and enhancing our current environmental position.
- Comply with all relevant environmental legislation/regulation.
- Integrate the consideration of environmental concerns and impacts into our decision making and activities.
- Reducing any adverse environmental impact(s) resulting from the use of resources.
- Reducing pollution by effective precautions, monitoring and prompt action where necessary.
- Reduction of energy and water usage as well as waste management through re-use and recycling and by purchasing recycled, recyclable or refurbished products and materials wherever available and economically feasible.
- Conscious consideration to the level of travel required and the mode of travel.
- Provide relevant training to support those with environmental elements to their roles.
- Raising awareness amongst all stakeholders (internal and external) of environmental issues and working collaboratively with stakeholders to positively impact on environmental issues, predominantly with our suppliers to reduce the overall environmental impact of the supply chain.

Auditing and Environmental Risk Assessment will form the basis of our action planning and resource allocation. Performance standards and areas for improvement will be based on these foundations. Performance will be formally monitored on a half yearly basis. Risk assessments will be kept under continuous review.

Responsibilities for the Operation of this Policy

Environment Direction

The overall responsibility for the operation of this policy lies with Patrick Sheehan (CEO) and this nominated individual will allocate the resources to put into effect the Policy.

Senior Management

All managers/team leads will actively participate in the promotion and operation of this policy, which forms an essential element of our business activity including purchasing, sales, export & import, finance, dispatch,

HS WALSH & SONS

— SERVING JEWELLERS & HOROLOGISTS SINCE 1947 —

marketing and HR. Managers will ensure that all employees are aware of the measures necessary to ensure compliance with our Policy and lead by example.

All Employees

Each employee is to be familiar with the environment impact and requirements relevant to their own role and activities, as well as take responsibility for their own impact on the environment. The policy is to form an element of the induction process for each employee/new starter. All employees are encouraged to feed into our environmental continuous improvement in an open and supportive business environment.

Individuals may be allocated specific responsibilities or objectives for the implementation of the policy. These responsibilities will be set out in writing through job descriptions and appraisals and allocated only to those individuals that are competent to undertake them.

Continuous Improvement & Review

Environmental Updates will be a standing agenda item on our quarterly management team meetings and minuted accordingly. This Environmental Policy will be reviewed on an annual basis.

Signed (name & title): W P Sheehan

Date: 15 February 2024.....