



Environmental Management Policy

1. Mission Statement

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

CPC Ltd will:

- Comply with relevant and applicable environmental laws, regulations and other requirements to which it subscribes to.
- 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 Leadership Team are ultimately responsible for ensuring that the environmental impacts of the business are controlled and that the environmental management system is suitable for ensuring that delivery. This includes a commitment to the protection of the environment, including prevention of pollution.

Support will be given to the Leadership Team through the appointment of a person with responsibility for overseeing Environmental Management and the provision of resources to improve environmental efficiency and deliver continual improvement.

3. Framework for Objective-Setting

Objectives will be set at the Group Level, Premier Farnell Ltd by the Element14 Team and relevant targets will be set by the Element14 Team or European Leadership Team to support in their achievement.

Objectives and targets will take into account the significant environmental Aspects and Impacts of the group and the capacity for mitigation and improvement. They will be cascaded to regional senior 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 least every six months 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 publicly each year.

5. Communication of this Policy

This policy will be communicated to all staff during induction training and is displayed on staff notice boards within the building and also communicated by the company via the intranet and departmental managers, as appropriate to the business function. This policy will be communicated to Sub-contractors during contractor inductions and is included in the contractor induction pack. External interested parties will have access to this policy through the company CPC transactional website.

6. Policy Review

This Policy will be reviewed for suitability by managers with responsibility for Environmental Management and amendments will be proposed, as necessary and implemented as part of an annual review with senior management, to ensure that the policy continues to remain relevant and appropriate.

Chris Haworth
Managing Director
CPC Ltd.

Issue 3. 12.02.25