



Sustainability Policy 2019

1. INTRODUCTION

This policy sets out the Sustainability policy for Lakes Bathrooms Ltd. (trading as 'Lakes Showering Spaces'). As one of the leading UK suppliers of showering spaces, our core values are built on quality, customer service, and sustainability.

This supports our overall Corporate Social Responsibility (CSR) policy, with particular focus on minimising the impact of our business on the environment.

2. AIMS

As a verified 'Carbon Neutral Business' we will continue to minimise the environmental impact of our business to achieve ongoing improvements in key areas:

Emissions reduction

- maintain our independently verified 'Carbon Neutral' status
- continue to measure & reduce our annual CO2 emissions footprint
- work with staff, local community and industry partners to support carbon reduction initiatives
- continue to improve fuel efficiency & reduce CO2 emissions across the Company vehicle fleet
- support key global programmes to reduce CO2 emissions

Waste reduction

- find new and innovative ways to reduce, re-use & recycle in all areas of the business
- ensure our business operates a comprehensive recycling programme for all business waste
- ensure Lakes products are fully recyclable from 2019 onwards
- ensure Lakes packaging is fully recyclable from 2019 onwards
- work with staff, local community and industry partners to support new initiatives

Good Environmental Practice

- encourage video conferencing and telephone conference calls to reduce travel
- donate all old IT equipment to charity wherever safe and practicable to do so
- lead and promote good environmental practice in our business communications

3. POLICY

Minimising our impact on the environment is a key priority for the business.

To develop and review clear measures of performance to ensure that we:

- understand the key activities of the business that contribute to our waste & CO2 emissions profile
- develop and share innovative plans to improve our environmental performance
- support new industry standards to reduce the impact of business on the environment



The Board will ensure that:

- our Sustainability policy is made available to all staff – and that we seek input to new initiatives
- environmental reporting takes place regularly at Board level
- public information about the Company's environmental performance is up-to-date and available on our website
- Core Values are regularly shared with all staff – including our environmental performance, through internal announcements
- we continue to monitor our policies, processes and activities to make greater improvements

4. OUR APPROACH

Key improvement areas

A programme of emissions & waste reduction initiatives is in place across the business.

Key areas for continuous improvement are:

- utilities consumption
- distribution & travel
- product design
- product packaging
- warehousing
- general waste recycling

(i) Our people

- Staff will be invited to participate in and support all environmental initiatives
- regular updates on environmental performance will be shared
- staff will be invited to take part in local community initiatives supported by the business

(ii) Our partners

- environmental credentials are a key consideration in developing business partnerships
- we will encourage similar environmental policies and practices to be adopted wherever possible

(iii) Our local community

- to identify local environmental projects approved by the Carbon Trust
- to develop a support plan as part of our annual carbon offset programme

(iii) The global environment

- to identify global environmental projects approved by the Carbon Trust
- to develop a support plan as part of our annual carbon offset programme

4. RESPONSIBILITY

It is the responsibility of the Board of Directors to ensure this policy is fully implemented.

August 2019