



Environmental Policy

Created: 10th October 2023

Last Reviewed: **10th October 2023**

Next Review: October 2024

Our Commitment

At Active Apparel Group, we strive to integrate ethical and sustainable principles into every area of our operations, understanding the pivotal role of overseeing third-party services and our supply chain. Our **Code of Conduct** establishes benchmarks for equitable, secure, and health-conscious working conditions, alongside a dedication to environmental responsibility throughout our supply chain.

Active Apparel Group actively seeks to collaborate with third-party services and suppliers with a shared commitment to continuous improvement. Aligned with our mission statement, we champion responsible practices encompassing people, the environment, and collective prosperity. This commitment isn't just a pledge; it's embedded into our business strategy and operational methodologies. We commit to minimising our environmental footprint, championing environmental responsibility, and consistently enhancing our environmental performance, subject to annual evaluations.

Our principles are not just internal. We extend them outward, articulating Active Apparel Group's dedication to our key stakeholders - including, employees, customers and suppliers.

Active Apparel Group Mission Statement

With over 35 years of deep technical expertise, our mission is to provide our partners exceptional and strategic end-to-end solutions in the sourcing, development, production, and distribution of apparel products. We do this through a responsible lens and look for solutions that push our industry forward – good for our people, good for our planet, good for your business.

Key Policy Commitments:

We commit to:

- 1) A reduction in scope 1 energy use
- 2) A reduction in air freight
- 3) Carbon offsets for travel
- 4) A decrease in water usage across the business
- 5) Maintaining 100% recycling of production waste in the factory
- 6) Increase in sustainable fabrics used
- 7) Continuous collection of GHG data

Policy Priorities

1) Energy

Reduce Scope 1 energy use as a % of output by 15% by 1 July 2025

2) Freight

10% reduction in Air freight as a % of total shipped units by 1 July 2025

3) Travel

Travel Policy to state offset options for flights.

4) Water

10% reduction in water usage across the business by 1 July 2025

5) Waste

Continued efficiency with waste as a valued resource. Maintain 100% recycling of production waste and investigate other opportunities for waste streams in the factory.

6) Sustainable Materials

10% increase in sustainable fabric use across customer base by 1 July 2025


7) GHG Data Collection

Commit to quarterly collection of energy, waste, and water data and bi-annual 3rd party GHG assessment

Environmental Management System

We have developed an Environmental Action Plan to ensure we meet the requirements of this policy. The Environmental Action Plan, together with this policy, comprises our Environmental Management System (EMS). Our EMS is internally maintained and updated.

We will update this policy annually.

Signed: 	Date: 10 October 2023
Name: Daniel Hawker	Position: Chief Executive Officer