



Climate Policy

June 2026

Aim

We recognise that climate change is one of the biggest threats our planet is currently facing. The effects of climate change will also pose risks to N Brown Group's operations, as well as those in our supply chain. It is therefore important that we reduce our greenhouse gas emissions to mitigate these impacts, as well as improve the resilience of our business operations in the face of climate-related risks.

We have committed to achieving net zero emissions by 2040 as signatories of the British Retail Consortium's Climate Action Roadmap. In Support of this ambition, we have set a near-term science-based target to reduce our GHG emissions by 46.2% by 2031.

Scope

This policy applies to all N Brown Group direct operations and emissions arising from our value chain. The policy also applies to all colleagues and contractors, both full-time and part-time and will be shared with suppliers, partners and consultants to demonstrate and indicate best practices.

Intent

This Policy formalises our commitment to reducing our impact on climate change and adopting the principles of environmental sustainability. In accordance with our Climate Change Policy, we will:

- Work to reduce our emissions across our value chain as much as possible by:
 - Operating all sites with 100% renewable electricity by the end the FY25.
 - Reduce our organisations use of energy, fossil fuels, water and waste by reduction, responsible alternatives, re-use and recycling methods where possible
 - Transition our company vehicles to low carbon and electric alternatives and continue to train drivers on minimising fuel usage
 - Encouraging good commuter habits such as public transport and promoting cycle to work initiatives to our employees
 - Working closely with stakeholders, partners and suppliers, explaining the importance and commitments we have, to improve energy efficiency and reduce emissions across our supply chain
 - Improving transparency by continuing to map our supply chain for enhanced visibility; identifying our most polluting operations and opportunities for improvement
 - Adapting our Responsible Sourcing Strategy to engage suppliers in emissions associated with production, and encourage them to partake in initiatives to reduce them
 - Communicate and inform our customers about the products they are buying and the impacts they are associated with.
 - Integrate the circular economy into our products and business model
 - Minimise waste from our main sites
 - Zero waste to landfill for our packaging materials

- Consider all relevant climate-related risk and opportunities and integrate them into our business strategy.
- Comply with all relevant environmental legislation/regulation.
- Monitor and report our greenhouse gas inventory, progress against our targets and actions taken to reduce our impact on an annual basis.
- Respond to the Carbon Disclosure Project Annually.
- Promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce.
- Ensure that any direct or indirect engagement activities are aligned with the Goals of the Paris Climate Agreement.
- Take into account environmental procurement.
- Reduce our organisations use of energy, water and minimise waste by reduction, re-use and recycling methods where possible, whether employees are working in the office or from home.
- To develop a culture of corporate responsibility, we engage colleagues in ESG to educate and inform better choices in everyday and working life.

This policy has been approved by the ESG Committee and will be reviewed on an annual basis.

Policy Owner	Christian Wells
Role	General Counsel
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