

SUSTAINABILITY POLICY

At The Vet Store Trading Limited we are continually working on reducing our carbon footprint and improving our sustainability. We are committed to integrating environmental, social and ethical principles into our business. We are committed to the principles and practices of sustainable energy and the protection of our environment, both on local and global levels.

The Aim of the Policy is to:

- Comply with all current environmental legislation
- Consider and assess, acting where necessary to continuously improve environmental practice
- Emphasise to employees at all levels their own responsibility to the environmental wellbeing, giving training where applicable
- Display and provide this Policy to all employees
- Audit environmental and sustainability performance
- Review this Policy taking into consideration any audit findings annually as a minimum

The Managing Director will be responsible for implementing this Policy and, as far as reasonably practicable, ensure that the following are adhered to:

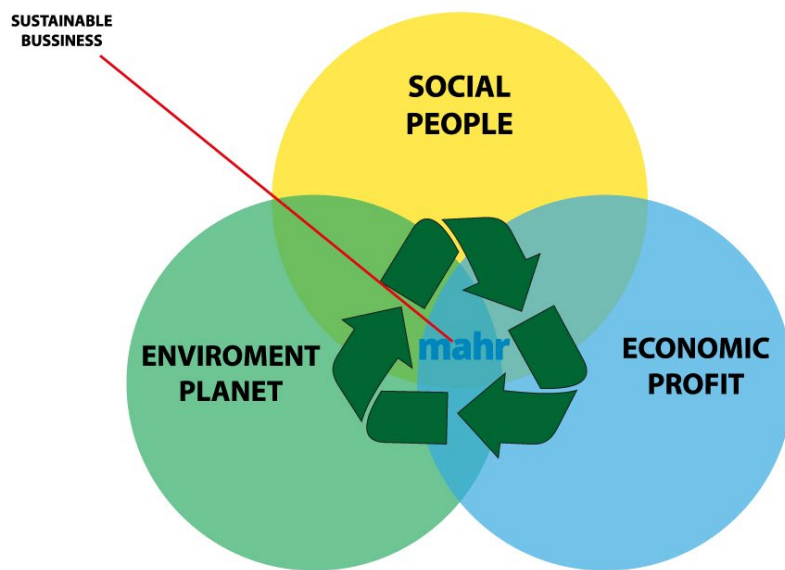
Principles:

- To comply with, and exceed where practicable, all applicable legislation, regulations, and codes of practice
- To integrate sustainability considerations into all our business decisions
- To minimise the impact on sustainability of all office and transportation activities
- To ensure that all staff are fully aware of our Sustainability Policy and are committed to implementing and improving it
- To make customers and suppliers aware of our Sustainability Policy, and encourage them to adopt sound sustainability management practices
- To review, annually report, and to continually strive to improve our sustainability performance

1. We have changed our packaging material to 100% recycled paper and cardboard and have invested in a cardboard shredder to use old cardboard for void fill.
2. We make efficient use of resources and facilities wherever feasible.
3. Our warehouse machinery is fully electric to reduce our carbon footprint
4. All our packaging boxes are made from 100% recyclable material.
5. Throughout both of our sites, we have upgraded to RoHS compliant LED lights, saving energy and

reducing our carbon footprint. All our warehouse is fitted with sensor lighting to minimize energy usage

6. All office paper is PEFC certified, using sustainably managed forests and meets ISO 9706 and our staff are encouraged to print less where possible to save paper. We have introduced paperless orders, paperless invoicing, paperless remittance advices and have reduced paper usage by approximately 75%.
7. We are using technology to exchange orders, invoices and statements with customers and suppliers who have the facilities to do so.
8. We automatically consolidate orders to customers, so we do less shipments to help reduce the carbon footprint and reduce the amount of packaging used.
9. Our electricity provider uses 100% renewable electricity.
10. We work to the principles of ISO 14001.
11. In 95% of cases, we reuse all packaging and boxes that enters our warehouses.
12. Our logistics partners use electric vehicles to help reduce their carbon footprint
13. We recycle paper, cardboard, and other materials with approved contractors.
14. We employ local people where possible so they can walk to work and help reduce our carbon footprint.
15. We encourage car sharing wherever feasible and 40% of our staff have opted for cycle to work scheme.



Keith Farnell

Operations Director