

Relay Global Environmental Policy

1. Purpose & Scope

Relay Global recognises that our operations, supply chain, and product portfolio have an impact on the environment. We are committed to complying with UK environmental legislation and to reducing our footprint where practicable. This policy applies to all colleagues, operations, suppliers, and contractors.

2. Our Current Position

We acknowledge that our warehouse operations, logistics, packaging, and the distribution of products contribute to our environmental impact.

At present, Relay Global:

- Purchases 100% renewable electricity from 3T Power.
- Provides electric vehicle charging points at our premises.
- Operates a fleet where over 50% of vehicles are hybrid or electric, and plans to increase this share over time.
- Complies with UK REACH for paints, coatings, and chemical products.
- Operates waste segregation and recycling processes in our warehouse.
- Works with suppliers to improve packaging design and use recyclable options where possible.
- Is digitising warehouse order processing through a new WMS, reducing paper usage.

3. Commitments

Relay Global commits to:

- **Legal Compliance** - Meeting all relevant environmental obligations, including waste duty of care, packaging regulations, and UK REACH.
- **Waste & Recycling** - Continuing to recycle and reduce unnecessary waste, and ensuring responsible disposal.
- **Packaging** - Encouraging reduced and recyclable packaging wherever feasible.
- **Energy & Logistics** - Maintaining the use of renewable electricity and making practical improvements to logistics and transport.
- **Transport** - Expanding the proportion of low-emission vehicles in our fleet and supporting staff through workplace charging.
- **Product Handling & Safety** - Ensuring safe handling, storage, and supply of paints, coatings, and chemicals in line with regulations.
- **Carbon Management** - Doing our best to work towards Net Zero by 2040, recognising this will require steady progress.
- **Continuous Improvement** - Taking achievable next steps each year, including building in measurement of energy use, waste, and emissions to inform future action.

4. Our Approach

We will achieve our commitments by:

- **Operational Practices** - Maintaining spill response procedures, safe storage, and waste segregation.
- **Supplier Engagement** - Continuing to work with suppliers on packaging improvements and reduced environmental impact.



- **Training & Awareness** - Providing colleagues with guidance and support to follow environmental practices.
- **Customer Support** - Supplying accurate product and packaging information so customers can use and dispose of products responsibly.
- **Monitoring & Next Steps** - While we do not currently measure all energy and emissions data, we recognise this as an area for improvement and will take steps to introduce it over time.

5. Roles & Responsibilities

- **Managing Director** - Accountable for approving and overseeing this policy.
- **Operations Manager** - Responsible for implementing environmental practices in warehouse and logistics.
- **Colleagues** - Expected to follow procedures and raise environmental concerns.
- **Suppliers** - Required to comply with UK standards and Relay Global's requirements.
- **Customers** - Expected to handle products safely in line with manufacturer guidance.

6. Governance & Review

This policy is approved by the Managing Director and will be reviewed annually, or sooner if required by legislation, operational changes, or customer needs. Each review will identify practical next steps, including opportunities to strengthen measurement and progress towards Net Zero 2040.

