**Environmental Policy**

of

**Company X**

**[and**

**its subsidiary Company Y (if applicable)]**

**Version Month, date, 2022**

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1. **Purpose**

The intention of this policy is to establish a framework of reference for integrating the protection of the environment within the company’s strategy and operations.

1. **Business mission and operations**

[Company name] aims to [insert a brief statement about your company’s business mission and areas of operations].

1. **Commitment to managing environmental impacts**

[Company name] is committed to operating its business in a responsible, environmentally friendly manner. The Company acknowledges the scale and urgency of challenges posed by climate change and environmental degradation. It recognizes that its activities and those of its value chain contribute to these challenges. The Company is therefore dedicated to identifying its environmental impacts, reducing and even eliminating them when possible. In doing so, it will act to deliver on the 2015 Paris Agreement goals (i.e. reach net zero by 2050) and the environment-focused United Nations Sustainable Development Goals (SDGs), i.e.

* SDG 12: Responsible consumption and production
* SDG 13: Climate action
* SDG 15: Life on Land.
1. **Objectives and implementation mechanisms**

The main objectives of [Company Name]’s environmental policy, among others include to:

* Promote the sustainable use of natural resources;
* Reduce, or prevent, the environmental impact (including greenhouse gases) of the company’s products and packaging in their design, manufacture, distribution, use and disposal whenever possible;
* Minimize waste to landfill, including by promoting a decrease in use, reuse, recycling and composting;
* Avoid the use of hazardous substances;
* Protect and conserve local biodiversity, whenever possible.
* [Include other objectives when applicable]

In order to achieve these objectives in its own operations, [Company name] aims to:

* Measure its environmental impact;
* Have operating policies, strategies, science-based targets, programs and resources in place to implement the environmental policy.
* [Include other points when applicable]
1. **Climate-related risks and opportunities**

[Company name] will identify its climate-related risks and opportunities. It will create a governance around them, quantify their impacts on the company’s business and describe how these risks are managed, following the guidelines provided by the Task Force on Climate-related Financial Disclosures. [FYI These factors are company-specific. For guidance, please refer to the TCFD 2017 report and the second Endeavour Vision seminar presentation (appendix)].

1. **Awareness and engagement**

[Company name] is committed to raising awareness of how each employee could limit his/her individual impact at work and at home through trainings and other initiatives. It aims to actively consult and pursue formal or informal collaborations with other relevant stakeholders on the development and implementation of environmental plans and practices.

The Company aims to provide its consumers, employees, communities, investors, public interest groups and others with relevant and appropriate factual information about the environmental impact of [Company name]’s products, manufacturing, compounding and distribution operations. It seeks to establish and nurture open, honest and timely communications and strive to be responsive to concerns.

1. **Continuous improvement and compliance**

The Company strives to continuously improve its environmental performance. It aims to comply with all applicable laws and governmental rules and best environmental manage-ment practices in the markets which the Company operates in. It aims to put in place additional environmental programs when appropriate.

1. **Scope**

This policy applies to [Company name and other entities in the group when applicable]’s management and employees. It also applies to visitors and to external parties, such as suppliers and contractors.

1. **Governance**

The CEO, the Board of Directors and the ESG Committee are responsible for this policy and have the power to design, assess and continuously revise this document with the view to continually improve [Company name]’s commitments, objectives and implementation mechanisms concerning the environment. They will also review progress and environmental performance against targets and objectives on an annual basis.

1. **Communication**

The [CEO or Board Member] is responsible for communicating this policy to all staff, investors and other external stakeholders.

[Place], [Date]

Chairman of the Board

[First Name, Last Name]

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[signature]

CEO

[First Name, Last Name]

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