WARRENS
Helping business work

Sustainability Policy

2026

1. Purpose

Warrens is committed to operating as a responsible, ethical and sustainable business and we are very proud to be B Corp certified. We recognise that long-term success depends on balancing commercial performance with positive environmental and social impact. This Sustainability Policy sets out how we integrate sustainability into our operations, decision-making and relationships with employees, customers, suppliers, and communities.

2. Scope

This policy applies to all employees, contractors, suppliers and business partners working with, or on behalf of, Warrens. It provides a framework for managing our environmental, social and ethical responsibilities across the business.

3. Environmental Responsibility

We are committed to minimising our environmental impact and continuously improving our environmental performance. Warrens Office Limited has an integrated Quality and Environmental Management System and is ISO 9001 and 14001 UKAS certified, demonstrating our structured and proactive approach to environmental management. Through this framework, we aim to use resources efficiently, reduce waste, minimise pollution, reduce carbon emissions where practicable, promote responsible sourcing and comply with all relevant environmental legislation.

(a) Climate and carbon emissions

We are pledged to be net zero by 2035, the 200th year of our founding namesake business. Our Net Zero Strategy Statement sets out how we plan to achieve this.

(b) Energy use

We have been measuring, monitoring and recording energy usage since 2008 and have invested in solar panels on the roof to power our premises and electric vehicles,

supported by batteries. We currently use 100% renewable energy, of which 40% is self-generated.

(c) Waste management

We dispose of all waste, including hazardous and non-hazardous, responsibly and carry out waste carrier compliance. Our reduce, reuse and recycle strategy has been in place for nearly twenty years. We reuse as much as we can in our warehouse and offices to minimise the amount of waste that we produce. Our waste figures for 2025 are impressive:

Recycled	0.75%
Energy recovery	99.25%
Landfilled	Zero

We will continue to look for improvements to minimise waste generation and environmental impact.

(d) Water

We have also measured, monitored and recorded water usage since 2008. In that time, we have ensured that low flow taps and cisterns are in place and replaced kettles with hot water taps, which has resulted in significant reductions. Our outdoor plants are drought-tolerant and do not require irrigation. A long term aim is to install rainwater harvesting systems.

Warrens has robust measures in place to prevent pollution and the contamination of watercourses. We maintain appropriate spill prevention and response arrangements across our operations, supported by regular staff training to ensure employees understand their responsibilities and know how to respond effectively in the event of a spill. These arrangements are reinforced through periodic spill tests and drills, which help verify the effectiveness of our controls, raise awareness and drive continual improvement. Through this proactive approach, we aim to minimise environmental risk, protect local watercourses and ensure swift and effective response should an incident occur.

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(e) Biodiversity & land use

We recognise the importance of protecting and enhancing biodiversity as part of our wider environmental responsibility. We actively support pollinators through the maintenance of our own beehive, helping to contribute to healthy local ecosystems and we work in partnership with 9 Trees to plant native broadleaf trees, supporting the creation of biodiverse woodlands for wildlife across the UK. These initiatives result in responsible land use, habitat creation and long-term ecological resilience, ensuring our activities contribute positively to nature as well as to our communities.

4. Social Responsibility

(a) Employee wellbeing

Our employees are important to us and we strive to support employee wellbeing and to create a positive and safe working environment. We are pleased to be a Living Wage Employer, reflecting our commitment to fair pay and financial security. We recognise the importance of work–life balance and offer flexible working arrangements where possible to support individual needs. In addition, we provide health insurance as part of our wider approach to promoting physical and mental wellbeing, helping our employees to stay healthy, supported, and engaged at work.

(b) Equality, diversity & inclusion

Warrens is committed to providing equal opportunities for all and to creating an inclusive and respectful working environment where everyone is treated fairly and with dignity. More details can be found in our EDI policy.

(c) Human rights and modern slavery

We are committed to promoting and respecting human rights and to preventing modern slavery and human trafficking within our operations and supply chains. Our commitments and actions are set out in our Modern Slavery Act Statement, which is available to all stakeholders.

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(d) Community engagement

Warrens is committed to actively supporting the communities in which we operate through long-term partnerships, volunteering and responsible local engagement. We are delighted to work with Trinity, Winchester, providing a volunteer every Friday to help prepare lunch as part of our *Fridays Together* initiative, alongside regular monthly financial contributions, product donations and active involvement through AGM attendance. We are working towards establishing *Ready Together*, an initiative designed to help individuals return to work through work experience opportunities, practice interviews, CV feedback, advice and mentoring. We support 9 Trees, funding the planting of nine native trees each month and attending volunteer tree planting days, the Dogs Trust and a local primary school. Where possible, we operate a buy-local policy to further strengthen and invest in our local economy.

5. Ethical business practices and governance

Conducting business with integrity, accountability and transparency is one of the B Corp pillars and also one of our core values. We are committed to high standards of ethical behaviour, responsible risk management, data protection and compliance with all applicable laws and regulations. We give staff clear training so that these values are embedded in our organization. Further details can be found in the following policies:

- Ethics policy
- Anti-bribery and corruption policy
- Anti-illicit trade policy
- Data protection policies and breach log
- EDI policy.

6. Sustainable procurement

Sustainable and responsible procurement practices play an important part in supporting our environmental, social and ethical objectives. Where feasible, we give preference to local suppliers in order to reduce environmental impacts, strengthen

local economies and build resilient supply chains. Environmental criteria are considered as part of our supplier selection process, alongside quality, service and value. We expect our suppliers to adhere to a Supplier Code of Conduct that reflects our values and standards and we apply proportionate ESG due diligence processes to help identify, assess and manage sustainability risks within our supply chain.

7. Quality, standards and certification

Our certifications and accreditations include:

- ISO 9001 (UKAS)
- ISO 14001 (UKAS)
- B Corp
- Cyber Essentials
- Living Wage Employer
- Sedex Membership

We are committed to maintaining these and upholding the principles that they embody.

8. Responsibility

Senior management is responsible for the implementation of this Sustainability Policy and for ensuring that sustainability principles are embedded across the business. All employees are expected to support and contribute to these commitments.

9. Continuous improvement and review

Sustainability is an ongoing process. We regularly review this policy, monitor performance where feasible, engage with stakeholders and seek opportunities to improve our environmental and social impact.