

Environmental Policy Statement



Hampshire Cosmetics Limited is a full service provider and manufacturer of toiletries products. It recognises that its activities impact on the environment and acknowledges its responsibility to take reasonable measures to safeguard the environment for both the present and future generations.

Hampshire Cosmetics aims to minimise the detrimental effects of the activities it controls and influences within prevailing financial, technical and operational constraints. It aims through measuring and monitoring to ensure continuous improvement in environmental performance, in addition to continued compliance with all statutory duties, regulatory and other requirements.

The Environmental and Ethical Manager provides assistance and advice to Senior Management and staff where appropriate. Particular attention is given to the following areas recognised as primary environmental issues relating to our activities;

- **Air, Water and Land**
Actual and potential sources of pollution will be identified and appropriate action taken to prevent or reduce pollution. Particular consideration will be given to operational emissions with purchasing, maintenance and technical solutions evaluated within the decision making process.
- **Generation and Disposal of Waste**
All practical waste minimisation and recycling initiatives will be considered and implemented.
- **Use of Natural Resources**
Use of environmentally sensitive resources including electricity, gas, fuel and water is monitored and appropriate measures implemented to ensure efficient use and reduction where possible. Environmental impact is also considered during the procurement process of natural resources.
- **Nuisance**
Nuisance is a prime consideration; the company ensures that any nuisance caused by its operations is kept to a minimum and any complaints received are dealt with promptly and sympathetically within the operational constraints that apply.

These areas are subject to regular review with the findings monitored and strategized.

The Managing Director is responsible for setting this environmental policy and objectives that reflect the circumstances and priorities of the business, establishing appropriate organisational arrangements necessary to achieve these objectives and for ensuring adequate resources are available.

Each employee is given such information, instruction, training and supervision as is necessary to enable them to contribute towards achieving the Company's environmental objectives and to enhance their own knowledge and awareness of environmental issues.

Appropriate facilities and forums are available to enable employees and their representatives to raise concerns about environmental matters and to maintain their understanding and support of the company's activities and actions.

This policy will be regularly monitored and subjected to internal and independent audits at appropriate intervals to ensure that the policy objectives are achieved. The frequency and scope of internal audits, the process of communicating results and implementation of remedial and preventive actions will be agreed by the senior management team.

This policy is communicated to all staff and is made available via the Company Handbook and internal notice boards. Copies will also be available to stakeholders and interested parties on request.

C P Darke
Managing Director

M A Sperring
Head of Compliance