



ENVIRONMENTAL POLICY

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1.0 INTRODUCTION

Vivobarefoot is on a journey to become a regenerative business; to have a net positive impact on the health of people, communities and our natural environment.

Whilst Vivobarefoot aims to operate to the highest standards of environmental management to legal and industry standards; our focus is on generating new systems for regenerative way of life.

As a B Corp™ certified business, the equal consideration of environmental and social impacts with economic interests is a legal requirement of the way we run our business.

2.0 PURPOSE

This environmental policy (the 'Policy') sets out Vivobarefoot's position on environmental topics, to inform operational processes and guide decision making in our wider community.

3.0 SCOPE

This Policy applies to all employees and third parties associated with Vivobarefoot, or any of our subsidiaries of their employees, no matter where they are located.

Although many aspects of the Policy are not legally enforceable to the stakeholders within Vivobarefoot's global community, we encourage adoption of them and continuous improvement.

In the context of this Policy, third-party refers to any individual or organisation that Vivobarefoot meets and works with including but not limited to suppliers, contractors, distributor agents and customers.

4.0 PRINCIPLES

4.1 GENERAL

- Respect and preserve our natural environment
- Set goals to restore and regenerative it
- Embed them into company strategy and culture
- Comply with all relevant environmental laws and permits
- Engage your staff and businesses you work with adopt these principles
- Provide training on improving environmental impacts
- Monitor compliance and make improvements

4.2 PRODUCTS & MATERIALS

- Reduce the use of resources and materials
- Ensure all products are durable, repairable and have an end-of-life solution
- No virgin synthetic materials (or broader fossil fuel derived raw materials)
- No industrial farming
- FSC or PEFC certified for wood and wood-based materials
- Recycled, upcycled or salvaged materials wherever possible

4.3 VALUE CHAIN

- Consolidate supply chains as much as practically possible
- Source locally (within 150 miles)
- Source from suppliers that meet environmental certifications
- Give preference to independent, women or minority owned suppliers

Establish contacts with companies offering best-practice options

Establish long-term partnerships wherever possible

Share data on impacts often and transparently

Offer incentives for continuous improvement

4.4 CONSUMABLES

Reduce the need for ongoing consumables (business cards, printer paper, stationary, food and beverage containers, toilet papers, hand towels etc)

Meet one or more of the following criteria:

- Compostable in non-industrial (home) compost environments
- >80% post-consumer recycled material
- FSC or PEFC certified paper products
- 100% rapidly renewable natural materials e.g. bamboo

Reusable (preferred) or recyclable packaging

Return un-avoidable single-use plastics to distributor e.g. Amazon, for proper disposal

Chlorine-free paper and PVC-free materials for banners, stickers, cards etc

Non-toxic, biodegradable cleaning products

4.5 EQUIPMENT

Only purchase necessary equipment

Prioritise the most sustainable, durable goods:

- Energy Star certified
- Second-hand where possible

Purchase new equipment (mobile phones, laptops etc) as required, not as standard for example with new starters or on a scheduled periodic basis.

Purchase clothing and footwear from responsible brands

4.6 TRAVEL

Conduct virtual meetings, wherever possible

In-person meetings and workspaces with public transport and carpool access

Offer financial incentives for use of low-impact transport on business trips

- Select rail travel over air travel
- Time allowance for longer transits
- Electric Vehicle taxi account and use
- Financial reimbursement for using bicycle transport

Environmentally certified accommodation, wherever possible

Encourage Airbnb and wild-camping options

Reuse towels and avoid single-use plastics in hotel rooms and entertainment spaces

Carry reusable packaging and refuse single-use plastics in off-site working spaces

Give preference to locally sourced, seasonal produce when buying food or eating out

4.7 SITE/OFFICE/FACILITY/BUILDING

On-site landscaping and interior design to incorporate the functionality of native ecosystems and promote diversity

Any future site (office/facility/building) selection to take into consideration:

- Potential impacts on local bodies of water, wetlands, species habitat, open spaces, indigenous and agricultural lands
- Opportunities for agriculture and outdoor respite
- Storm-water sequestration and other forms of water retention
- Vegetated roofs where applicable and possible
- Use of existing buildings whenever possible

4.8 HEALTH & WELLNESS

Maximise comfort and well-being of employees in workspaces through:

- Air quality monitoring and ventilation
- Access to natural light
- Temperate regulation
- Effective acoustics management
- Outdoor access

4.9 ENERGY AND EMISSIONS

Aim for net zero in terms of energy generation and use

Include on-site renewable energy generation and/or 100% renewable energy contracts

Switch off lights, technology (e.g. monitors), chargers, heaters etc when not in use

Identify, reduce and eliminate greenhouse gas and other toxic air emissions

For any owned and operated facilities:

- Maximum use of natural and passive lighting and heating/cooling options
- Incorporate energy-efficient fixtures in all lighting features and design
- HVAC system to be optimised and designed for energy efficiency
- Utilise sub-metering, building management systems or other efficiency technologies

4.10 OFFSETTING

Invest in ecosystem services for unavoidable greenhouse gas emissions impacts:

- Scope 1 – direct emissions from owned or controlled sources e.g. company car
- Scope 2 – indirect emissions from purchase energy e.g. office energy contract
- Scope 3 – purchase goods and services (manufacturing), business travel

Target projects that regenerate and restore biodiversity and sequester carbon dioxide

Avoid profit generating 'carbon' credit based, market offsetting schemes

Use advanced, academically rigorous CO2 equivalent greenhouse gas measurement tools

Prioritise primary data sources of energy use and avoid use of secondary data

Equate greenhouse gas impact investment per tonne based on live industry data

Vivobarefoot Methodology:

Impact Investment = Total Greenhouse Gas Emissions x Current Market Price x 2

Current Vivobarefoot Scope:

Air freight, event management, large product sales and key campaigns

Future Vivobarefoot Scope:

Business travel, all inbound and outbound freight, upstream value chain

4.11 WATER USAGE

Reduce single-use disposable products through use of refillable water bottles

For any owned and operated facilities:

- Take into consideration all regional water-related issues including scarcity, drought, natural weather patterns and effects of climate change on water supply
- Consider rainwater capture, closed-loop water systems and water recycling options
- Treat and filter water discharge and grey water for re-use, whenever possible
- Install water-efficient fixtures including but not limited to low-flow faucets and shower heads, as well as dual-flush or low-flush toilets
- Install water meters and monitoring systems for both indoor and outdoor water systems
- Integrate best practices for system installation and maintenance for landscape watering including but not limited to drip irrigation, xeriscape design principles and drought resistance or low water plants

4.12 WASTE MINIMISATION

Aim for zero waste to landfill wherever possible.

Do not dispose of solid waste in a manner which violates laws e.g. onsite burning

Provide recycling systems for all consumables

Compost food products

Limit printing in general and use both sides of paper

Provide reusable coffee cup and utensils to employees and incentives for use

Proactively work with suppliers and contractors to minimise waste, water and energy use

4.13 CHEMICALS

Reduce the use of chemicals, use only when absolutely necessary

Use biodegradable chemicals that are safe for human health and ecosystems

Only use chemicals in manufacturing that conform industry best practices standards e.g. the ZDHC Manufacturing Restricted Substances List

Absolutely no use or discharge of PFCs, APEOs or Phthalates

Eliminate the use of:

- Polyvinyl Chloride (PVC) found in vegan-leather alternatives, signs etc
- Bisphenol A (BPA) found in receipt paper and plastic such as polycarbonate and epoxy
- Dimethyl Fumarate (DMF) used in Silica packages and footwear production
- Hexavalent Chromium used in chrome-plated fixtures and manufacturing e.g. tanning
- Polylactic Acid (PLA) commonly found in hangers, cutlery, food storage containers

Maintain a complete and up-to-date list of all chemicals used onsite

Safe storage and handling of chemicals and any hazardous waste including proper containers, bunding, ventilated and enclosed draining in storage spaces, labelling, management systems, training and the use and proper display of materials safety data sheets (MSDS)

All documents regarding regulations and procedures for onsite/offsite disposal, transportation, mixing, available on hand

4.14 WASTEWATER/EFFLUENT DISCHARGE

At minimum, meet all legal requirements and hold all up-to-date permits for wastewater

Conform to industry best practice standards e.g. ZDHC Wastewater Quality Standards

No contamination of soil or groundwater

4.15 MAJOR INCIDENT MANAGEMENT

Major incident management system which includes emergency plan compliant to law

Train employees sufficiently on emergency procedures and functioning equipment available

4.16 BIODIVERSITY

Eliminate negative impacts on the natural environment, especially protection areas or species
Seek to have a net positive impact on biodiversity through business and investment initiatives

4.17 TRANSPARENCY

Record and disclose business and value chain operations on company website
Record and disclose relevant information to consumers on product labelling and packaging.

4.18 CONTINUOUS IMPROVEMENT

Show continuous improvement on environmental performance in planning and reporting

5.0 RESPONSIBILITIES

The CEO and Sustainability Director are responsible for monitoring the effectiveness of this Policy and reviewing the implementation of it on a regular basis.

The Board of Vivobarefoot is responsible for putting in place any operational processes and projects required to improve implementation of the environmental principles in this Policy.

All Vivobarefoot directors, employees, workers and contractors are expected to do business in accordance with this Policy and with Vivobarefoot's general environmental and ethical values.

Directors are responsible for ensuring all team members have understood and agreed to this Policy.

Managers are expected at all levels to lead by example. Members of staff are encouraged to support stakeholders around them in embracing and adopting these principles.

Third parties should be managed to the requirements in this Policy by relevant department leads and performance against this Policy included in the evaluation of contractual relationships.

6.0 TRAINING & COMMUNICATION

Vivobarefoot will provide regular environmental training to all management and as part of the induction process for new employees.

All employees will have access to this Policy via a shared online portal.

Directors must ensure all team members have received this Policy and attended training.

Vivobarefoot will communicate this Policy and regeneration approach to all third parties at the outset of any business relationship, and as appropriate thereafter.

7.0 MONITORING & REVIEW

Vivobarefoot will evaluate the effectiveness of this Policy and the implementation of it on an ongoing basis, to ensure that it remains effective and reflects best practice.

The content in this Policy will be monitored with third parties via the implementation of our Supplier and Manufacturing Partner Code of Conduct and Best Practice Tool.

We will regularly assess internal processes and encourage staff to feedback improvements.

8.0 REPORTING

Vivobarefoot will include information on compliance to and continuous improvement of this Policy in interim and annual business reports to ensure transparency of operational practices.