



Phase Environmental Policy

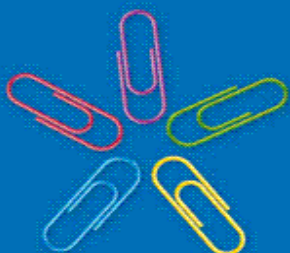
Phase recognises the importance of environmental considerations in all aspects of its operation and will take these into account at all stages of business planning. This will assess the impact on the environment and ensure controls are in place to prevent environmental damage and pollution, whilst continuing to provide its customers with a high quality service and products.

At all times Phase will comply with, and where possible exceed, the requirements of applicable environmental legislation. In particular, the following objectives will be pursued, as far as is reasonably practicable, to ensure continual improvement of its environmental performance:

- Conservation of energy.
- Conservation of natural resources used in its operations, particularly in the use of packaging.
- Minimisation of waste in production and packaging.
- Reduction of emissions of solvents into the workplace and atmosphere.
- Provision of safe, clean and hygienic working conditions.
- Reduction of noise levels to lowest levels practicable.
- Safe storage and disposal of waste to meet "Duty of Care" requirements.
- The responsible development, operation and maintenance of plant and associated processes to reflect the principles above.
- Efficient management of van and car fleets to reduce or control vehicle emissions, wherever possible.

To ensure the commitments and objectives stated in this policy are achieved, Phase is committed to implementing and maintaining an Environmental Management System compliant with ISO 14001 across all sites. The workforce and those working for or on behalf of the organisation will be kept aware of this policy and their individual responsibilities within it.

[Alan Sames, Managing Director](#)



Are you Phase AWARE?

Assessment

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Advice

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Experience the Difference

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Environmental Management Policy

Phase recognises its operations have an impact on the environment and, as a consequence, seeks to minimise the potentially harmful effects of such activity whenever and wherever possible.

Key Aspects of the Policy - Legislation & Regulations

Phase will meet all relevant environmental legislation and regulations.

Management & Audit

Phase will review actual and potential impacts of all its activities and, via a regular audit process, strive for continual improvement in environmental performance. The Phase Health, Safety & Environmental Manager will review performance on a regular basis and report immediately on any areas of improvement.

Communication

Phase will communicate its policy to employees, customers, and suppliers, and make it available to other interested parties. Phase believes every member of staff has a part to play in this policy, which will be reinforced on a regular basis via training, communication, and a constant re-appraisal of working methods and techniques.

Recycling

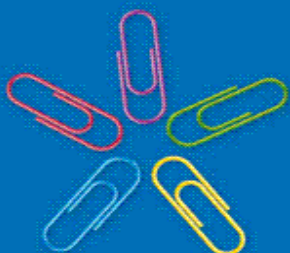
Phase will promote recycling and products which are either made from recycled materials, or are capable of being recycled, to its staff and customers.

Waste Management

A primary part of Phase's corporate environmental strategy is sustainable waste management and recognises its responsibilities to recycle materials wherever possible. Phase will dispose of all waste through safe and responsible methods, minimise waste in all areas of the business and wherever possible recycle materials, via a continuous improvement programme. Phase's membership of Valpak (the UK's largest packaging waste compliance scheme) reinforces this strategy.

Purchasing

Phase will operate a quality purchasing policy, working with its suppliers to encourage their participation in environmental best practice. In particular, Phase will focus on its key product suppliers to ensure they have a suitable environmental policy which minimises the impact of their products and transportation on the environment. Phase will work with our suppliers to offer our customers a choice of recycled products, and to provide the ability to recycle products. Phase will consider the environmental impact of its products at all stages of their life cycle, from sourcing, supply to customers, and finally disposal. Where practical to do so, Phase will use environmentally safe and sustainable energy sources to meet its needs.



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Transport Policy

Through co-ordinating route planning and delivery schedules, Phase seeks to realise the dual benefits of reduced fuel consumption and low exhaust emissions. Phase is committed to this policy, which will be implemented through a co-ordinated environmental management system, guidelines, and training.

Environmental Responsibility

Phase supports businesses involved in:

- Recycling and sustainable waste management
- Renewable energy and energy efficiency
- Sustainable natural products and services including timber
- The goal of ecological sustainability

Goods purchased from developing countries are checked prior to despatch, and all factories are inspected in conjunction with our ethical policy.

Environmental Services

Phase understands the need to become more environmentally aware as business increases.

Working towards ISO 14001 accreditation

- Lowering CO2 emissions from cars & vans
- Reducing packaging
- Reducing waste
- Increasing percentage of waste destined for recycling
- Monitoring & reducing energy consumption
- Aim to be fully certified by early 2008

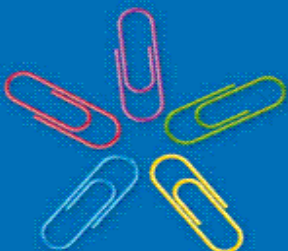
Eco Initiatives

- What can Phase do to further reduce our impact on the environment?
- How can Phase help its customers reduce their carbon footprint?

Phase's new and unique approach to servicing its customers shows it is committed to reducing costs and protecting the environment.

Environmental Services

- Unique infrastructure automatically puts Phase ahead of the game
- Local stocking points enable Phase to deliver efficiently, producing less emissions
- Introduction of electric and bio-fuel vehicles
- Reviewed the amount of packaging waste Phase supplied with customer orders
- Re-usable plastic bags collected from customers and re-used for future deliveries



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