

ENVIRONMENTAL INTRODUCTION STATEMENT 2025

At Footasylum, we believe **protecting the environment is not only the right thing to do but also helps us build a stronger, more resilient company** that our employees and customers can be proud of. By reducing our environmental impact we can **operate more efficiently, support our communities and play our part in tackling climate change.**

Climate change and environmental issues are complex, and there is no single solution. But **we are determined to make a meaningful contribution by taking action** across our business and working closely with suppliers, partners and customers to create a more sustainable future for our business and our planet.

OUR COMMITMENTS

We have set ambitious goals to reduce our environmental impact:

- **Net Zero Scope 1 and 2 emissions by 2030**
- **Net Zero Scope 3 emissions by 2040**
- **100% renewable electricity procurement by 2025**
- **Fully electric or hybrid fleet by 2025**
- **Zero waste to landfill**

STRATEGY

Our strategy is to **minimise our environmental impact across operations and supply chains**, particularly through reducing waste and carbon emissions. We know that the adverse effects of climate change may affect our ability to deliver for

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customers and stakeholders, so **addressing these risks is central to our long-term success.**

We have integrated climate considerations into our existing risk management framework through the Task Force on Climate-related Financial Disclosures (TCFD) programme. This allows us to **identify and evaluate climate risks and opportunities efficiently**, from impacts on our stores and warehouses to supply chain resilience.

GOVERNANCE

Oversight of our environmental strategy rests with our Board of Directors, supported by a dedicated Sustainability Committee. The Committee is chaired by our Head of ESG with sponsorship from our Chief Financial Officer, and includes senior management from across the business. **Our approach is guided by the TCFD framework and reported annually, ensuring transparency and accountability.**

RISK MANAGEMENT

Meeting our environmental goals depends on effective risk management. Our finance team implements policies and procedures with input from ESG specialists, and the Board regularly reviews the climate-risk register.

Risks assessed include energy and raw material costs, supply chain disruption, changing customer preferences and regulatory requirements. For example, the cost of recycled plastic is currently around 70% higher than non-recycled, which we monitor as part of our risk process. We also track movements in energy prices, shifts in

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consumer demand and evaluation of sustainability criteria in capital investment.

MEASURING OUR IMPACT

Carbon emissions

- Scope 1 emissions for FY25 were 792 tCO₂e
- Scope 2 emissions were 4 tCO₂e on a market-based basis in FY25, and 1,362 tCO₂e on a location-based basis
- Scope 3 emissions for FY25 were 76,363 tCO₂e, representing 97% of our footprint

The most significant source within Scope 3 is the embedded emissions in products and packaging purchased for resale (around 68% of total emissions), followed by third-party transportation and distribution (around 21%).

CARBON BALANCE SHEET

In FY22, our total location-based greenhouse gas emissions across Scopes 1, 2 and 3 were 72,219 tCO₂e. This baseline informs decisions about achieving Net Zero using a science-based approach.

ACTION AREAS

To deliver on our commitments, **we are focused on practical actions across our operations, supply chain and logistics.** These are some of the key areas where we are already making progress.

ENERGY AND OPERATIONS

- We procure 100% of our electricity from renewable sources

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- Store LED lighting refits are under way, with a further £221,000 investment planned to complete the remaining estate
- Logistics vehicles and our M3 warehouse have been converted to biofuel

PACKAGING AND WASTE

- 70% of our plastic packaging is made from recycled material
- Paperless returns saved an estimated 1.9 million pieces of A5 paper in FY25
- Profits from reusable carrier bags, which are 100% recycled and recyclable, are donated to Young Minds and Centrepont
- We operate zero waste to landfill through partnerships with Recyclatex (product), Direct Pallets (pallets), CDW (IT) and Fresco (general waste)
- A recycling centre at our M3 warehouse processes dry mixed recycling, metalwork, pallets and IT equipment for reuse, refurbishment or recycling

LOGISTICS

- All deliveries between warehouses, offices and studios are by electric vehicles
- Outgoing retail delivery vehicles are powered by biofuel

CONSERVATION AND OFFSETTING

- Since 2020 we have funded tree planting through the Make it Wild

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rewilding and conservation scheme,
with over 2,889 trees funded to date

LOOKING AHEAD

We have made strong progress in a short period and will continue to reduce our impact across product and packaging, procurement, sites and buildings, and people. Our Net Zero strategy and transition plan, due in FY26, will set out the pathways that align with our long-term targets.

MONITORING AND REVIEW

We monitor this statement and our wider approach regularly and **update it in line with best practice and standards**. Progress is reported annually through our TCFD reporting and other relevant updates.

Data in this statement relates to the financial year ended 25 January 2025.

Signed:



David Pujolar
Chief Executive Officer and Director
Footasylum Limited
20 August 2025