

Environmental Policy Statement

At Holland & Barrett, we are passionate about creating a healthier planet for future generations. As Europe's largest and most trusted health and wellness retailer, sustainability is at the heart of everything we do.

We believe that the health of people and the planet go hand in hand. That's why we are committed to reducing our environmental impact, championing sustainable practices, and inspiring positive change through collaboration with our suppliers, partners, and customers.

Our Commitments

We are continuously striving to:

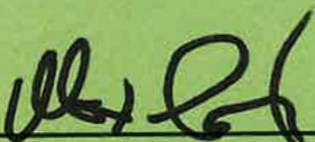
- **Reduce Carbon Emissions:** Delivering on our carbon reduction roadmap and sourcing energy from renewable sources.
- **Minimise Waste:** Prioritising prevention, reuse, and recycling across our operations and supply chains.
- **Promote Sustainable Sourcing:** Ensuring ethical and sustainable sourcing of high-risk commodities like palm oil, soy, cocoa, and timber.
- **Innovate Packaging:** Collaborating to reduce packaging impact by prioritising recycled and recyclable materials and eliminating unnecessary packaging.
- **Empower Customers:** Promoting products and practices that help our customers make sustainable choices.

Working Together for a Greener Future

We hold ourselves and our suppliers accountable to the highest standards of environmental responsibility. Together, we:

- Embed sustainability across operations and supply chains.
- Prevent pollution, conserve resources, and protect biodiversity.
- Comply with all environmental regulations and adopt best practices for carbon reduction, waste minimisation, and sustainable sourcing.

Through innovation, transparency, and collective action, we aim to lead by example and redefine what it means to be a truly sustainable retailer. Holland & Barrett is committed to making choices today that build a healthier planet tomorrow.



Alex Gourlay, Executive Chair

January 2025



1. Introduction and purpose of the policy

As Europe's largest and most trusted health and wellness retailer, ensuring the sustainability of our direct operations and supply chain is a top priority. We want our customers to make informed choices about the products they buy from our stores and trust that Holland & Barrett promotes and practices the highest standards of environmental management across our direct operations and supply chain.

We aim to work in continuous partnership with our suppliers to promote transparency and accountability, as means of ensuring an ethical and responsible supply chain and sustainable retail model. We will only work with suppliers that mirror our principles as outlined in our Supplier Code of Conduct, and in our policies relating to Human Rights, Modern Slavery, Animal Welfare, High Risk Commodities and Deforestation.

2. Application of the Policy

This policy is intended to provide guidance internally within Holland & Barrett and externally to suppliers on Holland & Barrett's approach to managing the impact of its own operations and supply chains on the environment.

The policy informs our internal and external stakeholders of:

- Our ambition and approach in relation to environmental impacts.
- Any commitments Holland & Barrett has made in relation to environmental impacts.
- The expectations and requirements that we have of suppliers in relation to managing these impacts.

This policy supplements other Holland & Barrett policies including our Supplier Code of Conduct, Deforestation Policy, and High-Risk Commodity Policy.

3. Our Commitment

We are continually striving to minimise our impact on the planet, from how we buy and manage energy, to the waste generated in our stores, offices and distribution centres, to our water consumption and the travel involved in getting our products to store.

All these activities have an impact on our carbon footprint, and we work collaboratively to ensure we minimise it, as carbon emissions are the largest contributor to global warming.

Holland & Barrett has made several commitments relating to the environment and which we are continually striving to improve upon:

- Establishing and delivering against a carbon reduction roadmap to achieve Net Zero by 2040.

- Procuring energy from renewable sources.
- Continuing to reduce the impact of our packaging, through innovation and collaboration with our customers and suppliers.
- Reducing waste within our operations and supply chains and where waste does occur seeking the most sustainable reuse and recycling pathways.
- Continuing to work to ensure sustainable sourcing of products containing high-risk commodities, including palm oil, soy, cocoa, coffee, and timber.
- Promoting and enabling our customers to make sustainable choices.

4. Our expectations of suppliers

In addition to our own operations, this policy sets out our expectations of our suppliers in relation to the environment. Suppliers are expected to conduct their business in a manner that embraces sustainability and reduces environmental impact.

To help us meet our commitments relating to the environment, as a minimum we expect our suppliers to:

- Strengthen their own environmental performance as necessary, through the implementation of policies and commitments and work to minimise and monitor their impact on the environment and, where possible, embed sustainability practices across their own operations and activities.
- Work collaboratively and openly with their own suppliers to ensure environmental standards are met.
- Work to improve their environmental performance by monitoring progress against any targets.
- Work to prevent pollution, minimise waste and reduce their organisation's impact on the environment.
- Support to tackle biodiversity loss and soil conservation in line with TCFD and emerging TNFD guidance
- Document and maintain records of compliance with local and national environmental laws and regulations, including environmental permits and reporting requirements.
- Proactively review ingredients and materials that present emerging environmental or biodiversity risks and may phase out products where alignment cannot be achieved.
- Provide to Holland & Barrett, on request, evidence of compliance.

We particularly ask that our supplier focus on the key environmental aspects that are material to our supply chains:

4.1 Carbon reduction

Holland & Barrett is committed to delivering against a carbon reduction roadmap. To help us meet our commitments, suppliers:

- Are encouraged to calculate their greenhouse gas emissions and consider setting their own carbon reduction targets.
- Provide, on request, greenhouse gas emissions data associated with their supply of goods and services to Holland & Barrett to enable Scope 3 reductions.

4.2 Sourcing of raw materials

We are committed to reducing our impact on the sourcing of raw materials and are continuing to work to ensure sustainable sourcing of products containing high-risk commodities, including palm oil, soy, cocoa, coffee, and timber.

We expect that our suppliers:

- Source materials sustainably, ethically and responsibly and that suppliers adhere to the standards set out in the Supplier Code of Conduct.
- Comply with applicable commodity sourcing regulations, such as the EU Regulation on Deforestation-free Products (EUDR).
- Passing necessary commodity sourcing information down the supply chain as requested for our own regulatory compliance.
- Adhere to the Holland & Barrett High Risk Commodity Policy and Deforestation Policy which are shared with suppliers through the vendor portal

4.3 Manufacturing

Holland & Barrett strives to minimise waste within our own operations and supply chains, seeking reuse and recycling pathways where waste does occur according to the Waste Hierarchy. In addition, we have a commitment to procuring our energy from renewable sources.

Suppliers are:

- Expected to follow similar practices and work to reduce waste during their operations, including from manufacturing. Suppliers should work to follow the principles of the Waste Hierarchy where prevention, reuse and recycling should always be prioritised over recovery and disposal.
- Asked to consider adopting a Zero Waste to Landfill commitment for core manufacturing sites.
- Expected to, where possible, look to source energy from renewable sources, and reduce their dependence on fossil fuels.

- Expected to properly handle and store hazardous materials and waste, have a plan for dealing with discharges of hazardous wastes, and dispose of them in a safe and legal manner.

4.4 Packaging

Holland & Barrett has a commitment to continue to reduce the impact of our packaging, through innovation and collaboration with our customers and suppliers.

Suppliers are expected to:

- Be fully compliant with relevant legislation including, but not limited, to Extended Producer Responsibility and the Plastics Packaging Tax.
- Endeavor to reduce the impact of the packaging they use, including engaging and collaborating with their own value chain and key suppliers where necessary.
- Where feasible prioritise recycled and recyclable packaging over virgin materials and hard to recycle materials.
- Avoid unnecessary packaging where possible.

Document Control:

This policy will be reviewed annually by the Sustainability & Impact team.

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3.0	11.02. 2026