

# EnVironmental policy

December 2016

## Our commitment

Zebra A/S, the Danish retailer behind the international concept store Flying Tiger Copenhagen, strives to be a responsible business that offers useful and fun products at affordable prices for every occasion. We care about how we grow our business and are committed to continuously improving our performance when it comes to our responsibility towards society and the planet at large. We see it as an indispensable precondition to build our long-term success and a sustainable brand.

As any other business, Zebra A/S leaves an environmental footprint. We recognize our corporate responsibility to preserve the planet and its resources for future generations. We are committed to minimizing this footprint throughout our value chain by reducing carbon emissions, waste generation and energy consumption and by promoting responsible usage of resources in our supply chain and products.

This policy describes our commitment to protect the environment and climate and defines our focus areas where we, as a retailer, have the most impact. Compliance with applicable environmental laws, regulations and standards constitute the foundation of our efforts. Engagement with our business partners, employees and customers to increase their awareness of responsible environmental practices, cuts across all the focus areas of this policy.

## Environmental priority areas

### Supply chain

A significant part of our environmental impact takes place during production in our supply chain. As we do not own any of the factories that manufacture our products, we regulate the expectations to our suppliers through our Zebra Supplier Code of Conduct ('the Code') and our product compliance process.

In the Code, we require that our suppliers comply with all local, regional and international environmental laws and regulations. Furthermore, our suppliers must have procedures and capabilities in place to ensure that they prevent and mitigate the negative environmental impacts from their activities, or associated activities. Through on-site visits and collaboration, we work with our suppliers to ensure compliance with our requirements and applicable legislation.

Through our product compliance process, we work to ensure that chemicals with a documented detrimental impact on the environment do not constitute a component in any of our products. Our list of prohibited and restricted chemicals follows the legal requirements in the markets where we are present. Additionally, we have added a prohibition on hazardous chemicals, materials and treatments that we do not want in our products due to a negative impact on the environment.



## Resources and sustainable products

We are concerned about the growing scarcity of natural resources, and committed to sourcing raw materials with care, including increasing our sourcing of raw materials from more sustainable resources. We are members of the Forest Stewardship Council (FSC) and committed to gradually increasing the use of FSC-certified paper and wood in our business.

## Energy and emissions

### Energy efficiency

Our stores, office premises and warehouses affect the environment through energy usage. While we don't own the buildings ourselves, we are committed to finding effective measures of minimising this impact and applying energy-efficient solutions, such as LED lighting in stores and warehouses.

### Emissions

The vast majority of our production takes place in Asia and Europe. Transporting the products to our customers in the stores throughout the world contributes to our environmental footprint. We strive to reduce carbon emissions by using low-emissions transport modes wherever possible, optimizing our logistics processes and engaging our suppliers on minimising emissions in transport.

## Resources and minimising waste

### Packaging

The packaging and labelling of our products is essential for protection during transportation and storage as well as for compliance reasons. We are committed to reducing waste generated by packaging, while taking a complementary approach by either avoiding, reducing, recycling or improving the packaging.

### Reducing food and product waste

Food products are part of our broad product portfolio. Despite our best efforts on forecasting and ordering, there will always be some surplus items. To reduce food waste and ensure that as much surplus as possible reaches people's homes and is not wasted, we partner with national Food Banks Associations, to facilitate distribution of surplus food products to families and organisations in need.

Having more than 20.000 products in our product portfolio, we sometimes experience that some non-food products sell poorly and are left for storage either at warehouse or at store level. Similarly, to food products, to avoid that products which are still fit for use are sent to waste, and contribute to society, we partner with several charities who distribute the products to people and organisations in need.



## Implementation of this policy

Zebra A/S will support the implementation of this policy through specific policies and internal processes, including but not limited to the following. Additional policies and guidelines on the four focus areas will be developed as relevant.

<b>Supply chain</b>	‘Zebra Supplier Code of Conduct’ and associated factory auditing program; ‘Zebra Product Safety Policy’ and our product compliance process.
<b>Energy and Emissions</b>	Energy efficiency procedures for store furnishing and refurbishing; Energy efficiency procedures for own warehouses; ‘Zebra Supplier Code of Conduct’.
<b>Resources and Minimizing Waste</b>	‘Charitable Giving Policy’ and associated guidelines; management of local partner engagement; local agreements with charitable associations.
<b>Resources and sustainable products</b>	‘Commitment to Sustainable Forestry and Legal Logging’.

Flying Tiger Copenhagen’s management and employees will oversee the implementation of this policy in the key I priority areas across its operations, including addressing any grievances from affected internal and external stakeholders.

