HIPER Global UK Ltd

ENVIRONMENTAL POLICY



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MISSION STATEMENT

HIPER Global UK Ltd is committed to advancing beyond regulatory requirements, actively reducing environmental impact, and championing sustainability across our distribution-focused operations.

Our goal: embed environmental thinking into every business decision and build a resilient, eco-smart future.

RESPONSIBILITY

Laura Biddiscombe and Freya James are responsible for the content of the Environmental Policy. Sue Beale is responsible for ensuring that the environmental policy is implemented. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

POLICY AIMS

We endeavour to:

- Continually improve and monitor environmental performance.
- Continually improve and reduce environmental impacts.
- Incorporate environmental factors into business decisions.
- Increase employee awareness of their environmental impact.

ENVIRONMENTAL CONCERNS

Paper

- We will minimise the use of paper in the office.
- We will reduce and re-use packaging as much as possible.
- We will seek to buy recycled and recyclable paper products.
- We will reuse and recycle all paper where possible.

Energy and water

- We will seek to reduce the amount of energy used as much as possible.
- Lights and electrical equipment will be switched off when not in use.
- Heating will be set with energy consumption in mind.
- The energy consumption and efficiency of new products will be taken into account when purchasing.

Office supplies

- We will evaluate if the need can be met in another way.
- We will evaluate the environmental impact of any new products we intend to purchase.
- We will favour more environmentally friendly and efficient products wherever possible.
- We will reuse and recycle everything we are able to.

Electrical and Electronic Equipment – WEEE Compliance

- We will dispose of non-proprietorial electrical/electronic equipment and appliances at an appropriate recycling centre.
- We will dispose of office computing equipment through our IT provider who will either arrange environmentally friendly disposal through their 3rd Party service provider, or clean the system (hard drives etc.) so that the equipment can be donated to charity.
- We will return proprietorial equipment such as obsolete loan equipment, functioning and non-functioning demo boards, and faulty equipment returned by the customer to the relevant manufacturer for disposal or reuse in accordance with their environmental policy.

Transportation

- We will promote the use of travel alternatives such as e-mail or video/phone conferencing.
- We will make efforts to accommodate the needs of those using public transport or bicycles.
- We will consolidate shipments to customers and to manufacturers where timescales permit.

- We will select the 'Go Green' climate-neutral option for DHL shipments.

Maintenance and cleaning

- Cleaning materials used will be as environmentally friendly as possible.
- Materials used in office refurbishment will be as environmentally friendly as possible.
- We will only use licensed and appropriate organisations to dispose of waste.
- All recyclable material will be separated from non-recyclable material and disposed of in the appropriate bins.

POLLUTION PREVENTION

We are committed to preventing pollution across all aspects of our distribution activities, protecting **air, water, and soil quality** while avoiding the use or release of harmful substances.

- **Air Quality:**
  - Minimise emissions from office activities and transportation by using low-emission delivery partners, consolidating shipments, and optimising logistics.
  - Avoid unnecessary business travel; use virtual meetings as default.
- **Water Protection:**
  - Ensure no hazardous substances enter drains or water systems through proper storage, handling, and disposal.
  - Use only biodegradable cleaning products and ensure any maintenance contractors follow the same standard.
- **Soil Protection:**
  - Avoid improper disposal of waste or chemicals that could contaminate land.
  - Require suppliers to adhere to environmental regulations preventing soil degradation.
- **Hazardous Substances:**
  - Proactively avoid products containing **SVHCs**, **PFAS**, and **POPs** in our operations, supplies, or packaging where alternatives exist.
  - Maintain supplier declarations and, where applicable, request compliance evidence (e.g., REACH, RoHS).
- **Supplier Chain Responsibility:**
  - Work only with suppliers that can demonstrate controls for preventing pollution to air, water, and soil.
  - Preference given to those with verified environmental certifications and transparent hazardous substance management.

BIODIVERSITY, CONSERVATION & ECOSYSTEMS

- **Awareness & Advocacy:**
  - Staff are encouraged to minimise disturbance to local habitats (e.g., light/noise pollution).
  - Avoid using suppliers that negatively impact ecosystems—especially through unsustainable practices like deforestation or soil sealing.
- **Local Action:**
  - Support community biodiversity efforts, such as native planting or local conservation projects.

WATER & MARINE RESOURCES

- **Office Water Efficiency:**
  - Monitor and reduce water usage actively; use low-flow fittings and fix any leaks promptly.
- **Support Marine Health:**
  - Prefer suppliers whose operations avoid marine pollutants (e.g., preventing chemical runoff into waterways).
  - Raise awareness on responsible water use and spill prevention.

OVERARCHING SUSTAINABILITY STRATEGY

Sustainable Procurement

- Prioritise energy-efficient IT and office equipment.
- Reuse or recycle packaging and supplies wherever possible.
- Lean on local providers to reduce transportation emissions.

Carbon & Energy Management

- Keep enhancing energy savings—switch off equipment, evaluate energy impact in purchasing.
- Explore renewable energy options or net-zero delivery services where we can make a meaningful impact.

Circular Economy & Waste

- Extend equipment lifecycle through reuse, refurbishment, or donation (e.g., via DSC or manufacturers).
- Ensure all WEEE and IT waste is disposed of through eco-responsible partners.

Staff Engagement & Training

- Run regular environmental awareness sessions—covering pollution, biodiversity, water stewardship, and how distribution choices matter.
- Motivate behaviour change, from sustainable commuting to mindful resource use.

Monitoring, Reporting & Continuous Improvement

- Establish key metrics: energy usage, water use, supplier eco-certifications, waste diverted, etc.
- Track progress quarterly, review annually, and align with future environmental best-practices.

Transparency & Collaboration

- Share progress and learnings with stakeholders (clients, suppliers, community).
- Work with partners to promote environmental best-practices across the supply chain.

MONITORING AND IMPROVEMENT

- We will continually monitor environmental performance and make improvements wherever possible.
- We will increase employee awareness through training.
- We will review this policy and any related business issues at our regular sales meetings.

CULTURE

- We will involve staff in the implementation of this policy, for greater commitment and improved performance.
- We will update this policy at least once annually in consultation with staff where necessary.
- We will provide staff with relevant environmental training as required.
- We will work with suppliers, contractors and sub-contractors to improve their environmental performance.
- We will use local labour and materials where available to reduce CO2 and help the community.

Signed: 

Name: Laura Biddiscombe

Position: Director of Strategy

Date: 11 August 2026