



Mitre 10 is committed to making a real and sustainable impact on the environment, our operations and the communities we are part of for the better. We will do this by conducting all our activities and business operations with the highest standard of environmental care and providing sustainability solutions easily for all our consumers.

## MITRE 10'S COMMITMENTS

1. Meet or exceed compliance requirements with all applicable environmental legislation and regulations, codes of practice, standards or guidelines and those agreements to which Mitre 10 is a signatory.
2. Maintain and review our sustainability charter to ensure what is material to our business is relevant.
3. Reduce consumption, minimise energy use and effectively manage waste streams.
4. Set, monitor and review objectives and targets to continually improve our environmental impact and environmental performance.
5. Promote and raise awareness of best practice environmental management initiatives, policies and practices among team members and other stakeholders.
6. Ensure our procurement activities consider environmental impacts for products and services sourced from New Zealand and overseas.
7. Promote environmentally certified products, sustainable healthy home products and solutions to help consumers save resources and money.
8. Reduce any unnecessary distribution and product packaging from our operations.
9. Ensure this Sustainability Policy is communicated as appropriate to all our stakeholders, including suppliers, visitors and our teams.
10. Provide training and encourage participation, ensuring all team members have the appropriate knowledge on how to reduce Mitre 10's impact on the environment.

This policy will be publicly available on the Mitre 10 website and publicly displayed. It can be provided on request to any third party working on behalf of Mitre 10.

This policy will be reviewed by the Mitre 10 Board every two years.

Mitre 10 (New Zealand) Limited

Chris Wilesmith  
**Chief Executive Officer**

Martin Dippie  
**Chairman**

20 February 2020