



# Environmental Management Policy

LOKR Sports Ltd

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**Document Control \ Policy Owner:** Chief Executive Officer (CEO) \ **Approval Date:** 07/10/2025 \ **Effective Date:** 07/10/2025 \ **Review Date:** October 2026

**Note:** This policy must be reviewed annually or when significant changes occur to ensure its continued relevance and effectiveness.

- **01/08/2024** (v1.0, Claire Robinson) Creation of formalised Environmental Management Policy based on existing Environmental Statements
- **10/08/2025** (v1.1, Claire Robinson) Annual review
- **07/10/2025** (v1.2, Claire Robinson) Updates for LOKR.

## 1. Introduction

This policy outlines LOKR Sports Ltd's (LOKR's) commitment to environmental stewardship and the integration of sustainable practices into all operations. LOKR recognises its responsibility to protect the environment and strives to achieve continual improvement in its environmental performance. This Environmental Management Policy sets out our commitment to compliance with applicable environmental laws and regulations, to sustainable development, and to embedding environmental considerations into our business strategy and day-to-day operations.

## 2. Scope

This policy applies to all LOKR employees, contractors, suppliers, and third parties working with or on behalf of the organisation. It covers all company activities, products, and services, ensuring environmental considerations are integrated into planning, procurement, development, and operational decision-making processes.

## 3. Policy Statement

LOKR is committed to minimising the environmental impacts of its activities and to fostering sustainable practices across the organisation. The objectives of this policy are:

1. **Compliance:** Ensure all operations comply with relevant environmental legislation, regulations, and standards.
2. **Sustainability:** Promote sustainable practices that minimise environmental impact and conserve resources for future generations.
3. **Continuous Improvement:** Continually improve environmental performance through regular review and evaluation.
4. **Resource Efficiency:** Optimise energy, water, and material used to reduce waste and emissions.
5. **Pollution Prevention:** Implement effective measures to prevent pollution and reduce our environmental footprint.
6. **Employee Engagement:** Promote environmental awareness and responsibility among all employees and contractors.

## 4. Key Commitments

### 4.1 Energy and Water Management

Reduce energy consumption through efficiency measures and renewable energy sources. \ Implement water-saving technologies and practices to minimise use and promote conservation.

## 4.2 Waste Management

Apply the principles of reduce, reuse, and recycle to all waste streams.\ Ensure safe, responsible disposal of hazardous or electronic waste.\ Promote digital-first practices to reduce paper and physical storage needs.

## 4.3 Emissions and Pollution Control

Monitor and reduce greenhouse gas emissions and other pollutants.\ Implement measures to minimise air, water, and soil pollution from operations and supply chains.

## 4.4 Sustainable Procurement

Source goods and services from environmentally responsible suppliers.\ Prioritise suppliers with clear sustainability credentials and certifications.\ Encourage the use of recycled and recyclable materials where practical.

## 4.5 Biodiversity and Ecosystem Protection

Support protection of natural habitats and biodiversity within operational influence.\ Ensure any business expansion or infrastructure changes consider ecological impact.

## 4.6 Community and Stakeholder Engagement

Engage with local communities and partners to promote environmental awareness.\ Support community-based sustainability initiatives and corporate social responsibility (CSR) programmes.

## 4.7 Training and Awareness

Provide environmental awareness training to employees as part of induction and ongoing development.\ Encourage behavioural change and personal accountability for environmental impact.

## 4.8 Monitoring and Reporting

Establish measurable environmental objectives and key performance indicators.\ Record and review performance annually to identify opportunities for improvement.\ Communicate progress to relevant stakeholders.

## 5. Implementation and Responsibility

Management: Senior management is responsible for implementing this policy, setting objectives, and allocating sufficient resources to achieve them.\ Employees: All employees are expected to act in accordance with this policy and contribute to its success through daily activities, decision-making, and compliance with related procedures.

## 6. Review and Continual Improvement

This policy will be reviewed at least annually to ensure it remains relevant, effective, and aligned with LOKR's sustainability goals, applicable legislation, and industry best practice. Feedback from audits, performance data, and employee input will be used to identify opportunities for continual improvement.

## 7. Communication

This policy will be communicated to all employees, contractors, and stakeholders and made publicly available on LOKR's website. It forms part of employee induction and training materials.

## **8. Responsibility**

Board of Directors: Holds overall responsibility for ensuring the policy complies with legal and ethical obligations.\ Chief Executive Officer (CEO): Has day-to-day responsibility for implementation, effectiveness monitoring, and addressing queries.\ Managers: Responsible for ensuring awareness and compliance within their teams, providing appropriate training and support.

## **9. Enforcement:**

All employees, contractors, and suppliers are expected to comply with this policy. Non-compliance may result in disciplinary action or termination of contracts, depending on the nature and severity of the breach. Persistent or deliberate breaches may be escalated to the Board for further action. LOKR reserves the right to audit compliance and require corrective measures where deficiencies are identified.

## **10. Review**

All policies are reviewed annually as standard. Additional review triggers include:

- Changes in environmental legislation or relevant regulations.
- Significant operational or organisational changes.
- Environmental incidents or identified improvement opportunities.