

## ENVIRONMENTAL POLICY December 2022

We are committed to the pursuit of environmentally sustainable development of our products and services and recognise the importance of a sustainable environment for future generations.

### **Hazardous Substances**

All our products comply with the “Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment Regulations 2012”, also known as RoHS, which mirrors the EU directive 2011/65/EU. Specifically, all our products are certified to contain below the certified limits of cadmium, lead, mercury, hexavalent chromium, polybrominated biphenyls, polybrominated diphenyl ethers, bis(2-ethylhexyl) phthalate, benzyl butyl phthalate, dibutyl phthalate and diisobutyl phthalate.

### **Plastic packaging material**

We re-use as much packaging as we can. Our aim is to eliminate first-use plastic packaging entirely and replace it with cardboard and paper packaging where possible.

### **Energy sources**

All electricity used in our company offices comes from renewable sources.

### **Conflict minerals**

As a small company, we do not have the resources to audit our supply chains to ensure tin, tantalum, tungsten and gold are conflict-free. However, we deliberately do not design-in components that use tantalum for this reason. We also minimise the use of gold where technically possible.

### **Obsolescence**

All our products are designed for a long active lifespan. We do not design in obsolescence. We encourage refurbishment of our products as they wear out, and try to provide financial incentive to do so where possible, rather than scrapping them.

### **End of life**

We are registered with the UK Environment Agency as a small producer of Electronic and Electrical waste, under the WEEE Regulations (2013). Under that scheme we have limited responsibility to deal with end-of-life products supplied to the UK market in an environmentally responsible way. Most of what we make are sub-systems not final products, but where we manufacture complete products we ensure disassembly and recycling is straightforward.



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