

Sustainability Charter

Silverfish exists to help our customers create adventures and we do this by sourcing and supplying the best equipment.

As a team of people who spend a lot of time in the outdoors and as a business that exists to help people backcountry adventure, we are acutely aware of the pressures on the environment and the threats to our world from climate change. We're also aware that, whilst cycling has a 'green' image, our activities as a business and the cycling industry more generally has a negative impact on the environment and that we need to act proactively to be part of the solution.

Silverfish is committed to protecting the environment by demonstrating high standards of environmental responsibility in our operations and minimising the environmental impacts associated with our activities, products, and services.

We have pledged our commitment to the following:

- For us to achieve Net Zero in line with the science-based targets set out by the UNFCCC to achieve Net Zero no later than 2050 and to target a 50% reduction in emissions by 2030. Silverfish actually aim to achieve Net Zero sooner than 2050 and by no later than 2040.
- To set realistic short and long-term targets that are designed to achieve our Net Zero Commitments.
- To report the total Greenhouse Gas emissions of our business regularly and for our performance to be part of the annual reporting back to the UNFCCC.

Near-term targets

- Create a Green Team consisting of colleagues across the business to drive our progress towards Net Zero.
- Develop a plan to achieve our emission reduction targets.

[NOTE FOR GREEN TEAM] A sustainable plan includes several key components some of which are:

- *Sustainability Drivers – summarize the aspects of the business that directly affects the company's sustainability plan. They may include energy, water, employees, supply chain, and community.*
- *Key Performance Indicators – KPIs document the company's current energy use, carbon emissions, and water usage rating.*
- *A Documented Plan – This comprises a list of planned initiatives and a detailed description of each, the outcomes, and timelines.*
- *Execution – All efforts required to support the sustainability program.*
- Start taking concrete action to reduce emissions from key operational areas.
- Review our transportation and distribution practices and suppliers to reduce emissions.
- Encourage businesses within our network to take action.
- Procuring new energy contracts to switch all sites to 100% renewable electric and green gas.

- Exploring the potential of investment in renewable technologies such as Solar PV.
- Investigating, supporting, and incentivising greener travel to work options for staff.
- Initiating IT energy saving tasks such as automatic laptop/screen switch off and reducing our data storage.
- Consider how we might positively impact the communities around our business locations and the well-being of our employees.
- Conducting heat loss surveys of all premises.
- Collecting waste data.
- Collecting paper usage data.

Long-term targets

- Engage further with the supply chain regarding scope three emissions and look to source alternative suppliers which are carbon neutral where possible.
- Begin the data collection process of water within the operation.
- Replace car mileage with EV, where possible.
- Use high quality and verified offsetting schemes or carbon removal technologies to eradicate residual emissions.

To achieve net-zero emissions across the value chain by 2040 our approach includes:

- Implementing, maintaining, and communicating this policy across the business and making it available to all interested parties.
- Legislative compliance and adopting best practice.
- Following recognised frameworks and standards.
- Strategic decision making and improved operational practices to decarbonise our business.
- Measurement, monitoring, analysis, and reporting of our progress as we transition towards our net zero goal.
- Rapid elimination of emissions will be prioritised where technically and commercially practicable.
- Establishment and regular review of objectives and targets and publication of our performance against these objectives.
- Investment of appropriate resources and information to achieve our objectives and targets.
- Improving the energy efficiency of our buildings and IT systems.
- Minimising business travel.
- Collaborating with our suppliers to reduce supply chain related emissions through measurement, target setting and collaboration.

- Supporting our staff to inform and empower them to implement carbon net zero solutions at work and at home. This includes internal awareness campaigns, training, and the provision of HR benefits.
- Being a signatory of appropriate external initiatives and collaborating with other external interested parties so that we learn, share best practice, and collaborate to champion positive environmental change.