

The Cotswold Bed Company

Environmental Targets, Policy & Management

Reflecting our mission of 'local skills and sustainability', The Cotswold Bed Company is committed to protecting the environment from the impact of our operations and services with careful environmental stewardship and promotion of circularity.

We are dedicated to the triple bottom line of sustainability (People, Planet, Profit) and use the Sustainable Development Goals (SDGs) and science-based targets to drive environmental improvement in our business. We seek to understand the context of our organisation and the needs and expectations of our stakeholders, in order to identify relevant risks and opportunities.

TARGETS

We have set the following environmental KPIs/targets to achieve:

1. Net zero Scope 1 and 2 emissions by 2050, halving our carbon emissions by 2030 aligned with the science-based targets
2. In 2024, begin carbon offsetting with a local, nature-based nonprofit
3. Reduce our water usage and our supply chain water usage by 5%
4. Zero waste by 2050, 5% YOY decrease in our waste and our supply chain waste
5. Localise 60% of our supply chain within 200 miles of our HQ
6. Maintain our 100% elimination of toxins within our manufacturing process

7. Continue to reduce the volume of our packaging and transition to the most environmentally-friendly packaging available
8. Full understanding of our supply chain emissions by 2025 (we'll then set targets to reduce these)
9. Full understanding of our supply chain landfill waste by 2025 (we'll then set targets to reduce these)
10. Elimination of toxins and hazardous waste in our supply chain

Progress will be formally annually board-reviewed, tracked via all annual manager performance evaluations, and we aim for continuous improvement using our

[x CBC Environmental Management System.xlsx](#) Environmental Management System to track progress.

POLICIES & MANAGEMENT

To achieve our targets, we encourage sustainable consumption associated with our activities to minimise unnecessary waste, including electricity, fuel and materials. Specifically, we have implemented the following policies:

- We assess and manage the environmental impacts of our operations, using our internal Environmental Management System [x CBC Environmental Management System.xlsx](#) and external third party evaluation. This was initially done via Target 2030 (see Target 2030 Energy Efficient Report 2022) and we now use Zellar via Cheltenham Zero 2030.
- We comply with all relevant environmental legislation.
- We will calculate our carbon footprint annually and will continually endeavour to reduce our energy usage at our facilities; we undertook roof insulation in 2019 based on our Target 2030 Energy Efficiency Report (which reduced energy

consumption by 30%) and have plans to install solar panels on our factory roof to transition our production process to renewable, low-impact energy.

- We are investigating local, nature-based carbon balancing options with nonprofit organisations to help us achieve net zero.
- We have introduced low-flow taps, urinals, and toilets to reduce our water usage.
- We have looked at water usage in our value chain, including suppliers, services, and materials, to identify material areas of water usage and ways we can reduce it.
- We re-use all cardboard boxes wherever possible.
- During our manufacturing process, we re-use as much fabric trimming as possible to reduce waste e.g. we developed a new range of smaller products such as tote bags made from spare fragments, and use scrap fabric as undercloth/ base liner on our products.
- We have reduced our foam production through a variety of measures e.g. efficient design/cutting, and working with wool felt suppliers as a substitute
- Our factory heating is designed to optimise worker conditions and minimise wasted heat through radiant-heated work islands.
- All our internal and external lighting is LED.
- We source from local suppliers whenever practical to reduce transport emissions and we aim to increase this to reach our target above.

- We are converting all our Fabric Fire Retardancy finishes to the latest Green version to eliminate the use of toxins in Furnishings.
- We have international customers but avoid air shipment.
- We screen our significant suppliers for compliance with environmental laws and regulations and official third-party credentials such as FSC, and give preference to those with the most positive environmental impact and management i.e. the lowest levels of:
 - o GHG emissions
 - o Freshwater usage
 - o Waste

and the highest levels of:

- Recycling
 - Biodiversity protection
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- We identified any usage of toxins/hazardous materials during our production process (in the form of fabric and foam material, paint and stain sprays) and within our supply chain and have collaborated with our suppliers to transition to 100% environmentally friendly alternatives that are water-based. We have identified that the only hazardous products we were using was our spray adhesive - we researched the market to find a non-chlorinated, low odour, non-hazardous alternative (PCI). It is our policy to maintain this.
 - We use internal communications and management to maximise and embed our sustainable mission, as follows:

- We train new employees and managers in our environmental mission and targets.
 - We encourage employees and managers to support our mission in their daily work and by suggesting improvements.
 - We provide ongoing environmental training where relevant for employees and managers.
 - All manager job descriptions include environmental KPIs
 - All manager formal performance reviews include environmental KPIs
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- Our facilities are located near public transportation and we encourage employees to bike if possible. We encourage virtual meeting technology to reduce in person meetings and limit corporate travel as much as possible.
 - We've switched to Green FR which meets the ZDHC (Zero Discharge of hazardous chemicals), most importantly, it stops the need for human contact with harmful chemicals.
 - All our materials are biodegradable apart from our foam - any scraps of unused foam are sent back to the foam manufacturer to be recycled.
 - Our facilities use non-toxic janitorial products, unbleached / chlorine free paper products and recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.).
 - We have created a [w CBC Supplier Code of Conduct.docx](#) to make our expectations clear and to track YOY impact, and identify areas for improvement we have created an annual supplier survey. We aim to collaborate with suppliers to mutually improve our collective impact, sharing resources and suggestions where appropriate.

