

THG

Environmental Sustainability Policy

November 2025

This policy applies to all THG employees, contractors, third-party groups, and suppliers.

Environmental - Policy Summary

This Environmental Sustainability Policy outlines the commitments and steps THG will take to reduce any adverse impact on the planet, both through the actions it takes within its own operations and throughout its supply chain. To meet the commitments outlined in this policy, all employees at THG are required to understand the policy and transpose all elements into their working processes and documents.

Not sure? Ask yourself

Could my role and the decisions I make negatively impact the environment?

Do I understand our Sustainability Strategy and the environmental goals within that?

If not, please review our commitments and the related resources

Key Information

Policy Owner:

Director of Sustainability

Updated:

25 November 2025

Email: Sustainability@THG.com

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1. Purpose and Objectives

Purpose

As a vertically integrated business with a global presence, THG is acutely aware of the environmental impact that large businesses have on the planet, and the great responsibility and influence THG holds with its people, communities, suppliers and customers in the UK and internationally.

THG is committed to doing business responsibly and reducing any adverse impacts of its operations on the environment, in alignment with relevant legal and regulatory obligations. This policy sets out the environmental sustainability commitments, objectives, and requirements for the Group.

Objectives

The objectives of this policy are to:

- Define roles, responsibilities, and accountability when managing THG's environmental impacts
- Outline commitments that THG makes as a business to manage its environmental sustainability impacts
- Signpost to supporting documents and guidance for employees on how to deliver these commitments

2. Policy Requirements

THG is committed to continually improving its environmental performance and aims to do so by adhering to the commitments detailed below:

Commitments:	To meet its commitments, THG will:
Maintain strong governance to allow effective monitoring and management of THG's environmental performance and report regularly on environmental issues.	Provide the THG Board with oversight of environmental performance and information to allow appropriate decision making and action.
Include environmental sustainability impact as part of material decisions made by the business.	
Become a net zero company by 2040 in accordance with science-based targets under SBTi.	Engage with its partners and suppliers to encourage them to calculate their carbon footprint and set up net zero targets aligned with SBTi. Build internal programs to steer the business towards low-carbon choices.
Consume resources (including energy and water) responsibly and reduce consumption where possible. Aiming to transition to 100% renewable electricity for own operations by 2030.	Embed environmental training and awareness for employees across the business. Promote improvements to environmental performance across the Group's value chain including employees, customers, and suppliers, through compliance with THG's Supply Chain Standards Communicate the Environmental Sustainability Policy and objectives to all employees, as well as to customers, suppliers, investors and other external stakeholders.
Comply with all required environmental sustainability regulations.	
Reduce the amount of waste generated from own-label products by increasing the recyclability of packaging.	
Ensure environmental criteria are considered in the procurement of goods and services, in line with our Supply Chain Standards.	

Commitments:	To meet its commitments, THG will:
Seek to continuously improve THG's environmental sustainability performance and manage its significant environmental impacts through effective data management.	<p>Monitor key environmental objectives and targets within our Sustainability Strategy.</p> <p>Regularly update the Sustainability Committee on the Group's progress in improving environmental compliance.</p>

In addition, we will review our policy regularly, as a minimum annually.

3. Scope and Exemptions

This policy covers all permanent employees and fixed term contractors under the terms and conditions, casual workers, agency workers, and third parties associated with THG. Suppliers must adhere to the environmental requirements in THG's Supply Chain Standards.

4. Roles and Responsibilities

- The Director of Sustainability, reporting to the Group Commercial Director has overall responsibility for this policy.
- THG Group Sustainability Team has responsibility for reviewing and updating the policy and ensuring all employees have the information needed to adhere to the policy.
- THG Health & Safety, and Environment Team together with site leads have responsibility for ensuring and monitoring environmental compliance at an operational level.
- THG Sustainability Committee and the Board of Directors of THG Plc should review this policy on a regular basis and at least annually.
- All employees are responsible for the success of this policy and should ensure that they use the Policy and related resources to support their decision-making.
- Adherence to this policy will be monitored via the aforementioned teams.

5. Related Resources

The following THG resources can be referred to for further information:

- [Sustainability Strategy](#)
- [Annual Report and Accounts](#)
- [Procurement Policy](#)
- [Modern Slavery Statement](#)
- [Modern Slavery Policy](#)
- [Supply Chain Standards](#)
- [Diversity & Inclusion Policy](#)
- [Health and Safety Statement Policy](#)
- [Basis of Reporting](#)

6. Consequences of Non-Compliance

THG is strongly committed to doing the right thing and supporting its employees to do so. Breaches of policy may therefore result in disciplinary action being taken in accordance with THG disciplinary procedures. Contractors or agency workers representing THG who breach policy may be liable to sanctions in accordance with the terms and conditions of their contract.

7. Glossary

Carbon footprint - amount of carbon dioxide (CO₂) and other equivalent greenhouse gases released into the atmosphere as a result of the activities of an individual, organisation or community (Source: Energy Saving Trust UK)

Net zero - the point at which a country, industry, company, etc. removes as many emissions (= gases that cause the earth to warm up) as it produces (Source: Cambridge Dictionary)

SBTi - the Science Based Targets initiative, the global body enabling businesses to set emissions reduction targets in line with science (Source: SBTi)

Science-based targets - science-based targets provide a clearly defined pathway for companies to reduce greenhouse gas (GHG) emissions, helping to prevent the worst impacts of climate change and future-proof business growth (Source: SBTi)

Sustainability Committee – The Terms of Reference of the Sustainability Committee narrate that its key function is to ensure that the Group has appropriate and effective strategies, policies and operational controls in place for its business to be conducted in a responsible manner, including monitoring performance against the 2030 Sustainability Strategy and applicable ESG targets (Source: THG Annual Report 2024)

8. Contacts

Should you have any questions about the content of this policy please contact Sustainability@thg.com, DL-HealthandSafety@thehutgroup.com, or the Policy Owner in the first instance.

9. Monitoring and review

This policy will be monitored annually to review its effectiveness and will be updated with necessary changes.

Version No.	Date of Review	Reviewed by	Revision Notes	Approved by
1.0	July 2021		Final	
2.0	October 2023	Group Sustainability Team		Mark Jones – CSO
3.0	September 2024	Group Sustainability Team	Extension of reference of 'Environmental Sustainability'	Mark Jones – CSO
4.0	November 2025	Director of Sustainability	Annual review	Sustainability Committee

DISCLAIMER

Title	THG Environmental Policy
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Committee Approval	Sustainability Committee
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