

# Environmental policy

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## Environmental Policy Statement

GoPro's goal is to make a positive difference to the working lives of our users, their organisation, and employees. We are aware that our business activities impact the environment and we are committed to ensuring these activities have the least possible detrimental effect. We see ourselves as a responsible and ethical organisation and as such place significant emphasis on managing and improving our environmental performance. This document sets out our environmental policy.

We are committed to:

- Complying fully with all relevant legal requirements, codes of practice, and regulations
- Assessing the environmental impacts of our operations, continuously seeking to reduce these impacts and improving our resource efficiency through reduction of energy, water use, and waste
- Promoting environmental and energy awareness in our employees through participation and training
- Working with our customers to make more environmentally-sensitive choices
- Monitoring our progress to ensure ongoing improvements in our environmental performance
- Communicate this policy to stakeholders and the public and work with our neighbours to reduce the impact of our operations

### **Remote Working**

- We've introduced working from home practices which will reduce our carbon footprint
- We opt for remote meetings over onsite visits that will also reduce our carbon footprint

### **Energy**

- Reducing our carbon footprint as part of a carbon management strategy
- Optimizing energy efficiency and conservation in all operations
- Controlling and managing energy efficiency in our business and promoting energy efficiency
- Reducing the impact of transportation in our business activities

### **Waste**

- Actively promote reduce, reuse, and recycling both internally and amongst our suppliers and customers
- Reducing packaging on all our hardware products where feasible
- Minimising waste generation by applying reuse and recycle options where possible
- Minimising waste generation and unnecessary resource usage during the stages of planning, design, and operation of new and existing business activities

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### **Continuous Improvement**

- Setting specific improvement targets, monitoring progress, and communicating results internally
- Developing specific objectives to continually improve our environmental performance
- Setting objectives and targets for continuous improvement. Measuring and reviewing our performance regularly and communicating the results
- Continual performance improvement in minimising environmental impacts of our business
- Promoting continuous improvement by setting, monitoring, and reviewing our environmental targets and objectives

### **Procurement**

- Choosing suppliers and contractors that adopt best environmental practices and make this the procurement policy of our company
- Purchasing products and services that have the least environmental impact, where this is feasible
- Encouraging suppliers and contractors to implement sustainable environmental systems
- Using materials, fittings, and furnishings from sustainable sources

### **Awareness/Training**

- Encouraging environmental awareness among our employees through appropriate communication and training programs
- Promoting environmental awareness throughout our business
- Ensuring all employees understand our environmental policy and conform to its standards
- Continuous training of all staff in all environment-related issues
- Informing and motivating all of our staff and encouraging them to play an active role in committing to our environmental policy

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## Environmental factors - monitoring plan

### Purpose and scope

In the policy and as company quality manual, employees are given an overview of environmental aspects that are general in the operation and plan to monitoring of the key environmental factors.

The monitoring factors shall be monitored annually for the Office in Iceland

### Responsibility for implementation

Responsible person for the implementation is CEO and Quality Manager.

### Monitoring of environmental factors

The following environmental factors are defined in the risk assessment that they are to monitor, and the monitoring arrangements are detailed here.

Environment	What	When
Printing	Print paper Quantity	Annually
Recycling	Number of recycle bins	Annually
Electricity	kWh and CO <sub>2</sub>	Annually
Hot water	m <sup>3</sup> and Co <sub>2</sub>	Annually
Flight	Co <sub>2</sub>	Annually

Impact that is insignificant part of Hugvit's overall impact are excluded in the calculations, but accessible and realistic information will be included in environmental monitoring..

Quantities are obtained from the suppliers. The monitoring results are updated yearly.

The results published internally for review by all employers and stakeholders. The environmental performance is reviewed annually by managers and compared with the company's policy and goals for the year.