

Focusrite Group

# Environmental Policy

The Group is committed to environmental responsibility throughout our operations and value chain. This policy outlines the three pillars of our strategy, focusing on our internal operations, external operations, and our industry.

The purpose of this policy is to guide all decision making, ensuring we take the most effective actions.

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<https://focusriteplc.com/esg/environment/>

## Pillar 1: Our Internal Operations

We will minimise the environmental impact of our offices and direct activities. Our offices are all powered by renewable energy where available, and we neutralise any remaining emissions through verified offset programmes.

Additionally, we encourage employee participation in sustainability initiatives and local community engagement projects, while also offering low-carbon commuting options with cycle-to-work and electric vehicle programmes.

The focus on internal operations lays the groundwork for our broader sustainability efforts.

## Pillar 2: Our External Operations

The environmental impact of our hardware products is the most significant contributor to our overall footprint, and we are committed to substantially reducing these emissions. Our design teams incorporate environmental sustainability into the product design cycle, a process we are continually improving. This includes initiatives such as incorporating recycled and lightweight materials, minimising energy consumption during product use, and extending product longevity to reduce the need for replacements.

Environmental priorities are highlighted by component level life cycle assessments, showing us where to research sustainable alternatives or optimise manufacturing processes. By evaluating the environmental impact of our products from inception to end-of-life we make data driven decisions that minimise the environmental footprint throughout our entire value chain.

## Pillar 3: Lead our Industry

No company can achieve net-zero in isolation, and we aim to set ambitious targets, while simultaneously encouraging others to follow us. We recognise that industry-wide collaboration is the only way to achieve long term success in this field.

Our goal with setting targets is to adopt the leading global sustainability reporting standards and make it clear to our peers we are open to collaboration on this topic. We are taking two main steps to achieve this:

### Setting Science-based Targets

In 2024 we submitted a formal letter outlining our intention to set both near-term and net-zero decarbonisation targets with the Science-based Targets Initiative. This commitment underscores our dedication to aligning with the 2015 Paris Agreement's goals and sets a clear publicly available benchmark for our peers to follow.

### Greening Music Tech

We co-founded Greening Music Tech, a working group dedicated to promoting sustainable practices across the music technology sector. We continue to work to grow the membership of this group, taking a leadership role and offering to help our peers establish the best path to decarbonise.