



# Environmental Policy

*2026*

Focusrite Group

# A guide to our Environmental Sustainability Disclosures

As our disclosures have become more comprehensive, we have decided to split out some of the key sections into separate documents.

The Annual Report remains the central location for mandatory reporting, and the Sustainability Report for a deeper dive into our actions. The Environmental Policy and Climate Transition Plan are standalone breakouts from the Sustainability Report.

	Disclosure Description	Intended Audience			
		Customers	Investors	Peers	Vendors
<b>Annual Report</b>	Mandatory disclosures and emissions data.		●	●	●
<b>Sustainability Report</b>	In-depth context around our Sustainability programme.	●	●	●	●
<b>Environmental Policy</b>	A summarised version of our top level Environmental Policy.	●		●	●
<b>Climate Transition Plan</b>	Separate document enclosing the latest on our Net Zero Climate Transition Plan.	●		●	●

# 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.

We recognise the 17 UN Sustainable Development Goals as an important global framework and are committed to supporting the goals that align with our business. As we develop our environmental approach, we aim to reflect these values across our operations in a practical and responsible way.

## 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 lifecycle 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: Our Industry Leadership

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 that 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.

### Industry Engagement

We are a founding member and active administrator of a cross-industry working group with over 100 members from across the music technology sector, supporting the promotion of environmental sustainability best practice and the sharing of ideas. We also engage with wider industry initiatives, including speaking at Integrated Systems Europe (ISE) and contributing to Professional Lighting and Sound Association (PLASA) and lifecycle assessment working groups, supporting collaboration across the sector and the development of practical approaches to decarbonisation.



# Environmental Policy 2026

Focusrite Group

**Report Authors**

**Andy Land**

Global Head of Sustainability

**Marnie Woodford-Venables**

Sustainability Assistant

Want to learn more about our latest efforts?

[sustainability@focusritegroup.com](mailto:sustainability@focusritegroup.com)

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

Publication Date: **29 June 2026**

Image credit: William Anders