Sustainability Policy

As a business, we aim to reduce any negative environmental impacts we may have, while aiming to contribute positively to the economy and to society.

Sustainability is a priority of the pest management service sector, and we are aligned with the European Association of Professional Trained Pest Managers' (CEPA) Integrated Pest Management (IPM) approach. IPM is an approach for sustainable pest management to protect human and animal health, to secure food safety and to prevent economic damage.

We also aim to meet expectations of employees, customers and investors in creating a sustainable and profitable business, recognising that we are part of a bigger system of people, organisations and nature.

This Policy applies to our company and its subsidiaries. It may also refer to suppliers and partners.

Our Vision

Pelsis' Vision is to provide sustainable and innovative solutions, providing peace of mind, protecting public health, and working in harmony with nature.

Our Commitment to the UN Sustainable Development Goals (SDGs)

The UN SDGs form a framework for sustainability goals and actions. Pelsis' sustainability efforts are focused on supporting the SDGs most relevant to our business, that is, areas where we feel we can have the greatest positive impact or minimise any negative impact. We also recognise that, over time, our business focus, and therefore impact, may change. We are committed to monitoring progress, reviewing and updating our goals as necessary.

We therefore:

- Aim to create an environment where employees are proud to work, feel supported and included, and are motivated to take part in activities to support the local communities in which we operate.
- Be an employer of choice, encouraging employees to reach their full potential.
- Be an inclusive employer and hire those best fit for the role, regardless of protected characteristics such as race, religion, gender identity or expression, sexual orientation, genetics, disability or age.
- Ensure that employees are aware of the environmental impacts of our business. We will do this by identifying these areas and providing communication, training and measurement tools.
- Develop new products and services that reduce our environmental impact and that of our customers, particularly in the areas of green chemistry and digital solutions.
- Improve the sustainability of our packaging.
- Work with suppliers to help reduce negative environmental impacts.
- Minimise waste by reducing, reusing and recycling in all our sites.
- Implement actions to reduce GHG emissions as part of developing our path to Carbon Neutrality by 2042 and Net Zero in 2050.
- Comply with all relevant environmental legislation and regulations.