

HALFORDS GROUP PLC - ENVIRONMENTAL POLICY (the "Policy")

Approved by the Board of Directors of Halfords on 28th March 2017

Halfords is the UK's leading retailer of motoring and cycling products and a leading independent operator in garage servicing and auto repair.

We know that our work has an impact on the environment and that we have a duty to manage that impact in a responsible and ethical manner. We do this through identifying all significant environmental impacts and putting processes into place to prevent, reduce and mitigate them.

We are sensitive to the interests of both our stakeholders and the communities in which we operate. We recognise that our business can have a direct, as well as an indirect, effect on the environment. Our Annual Reports (which are available at halfordscompany.com) include up to date information on our environmental performance.

To meet our commitment of protecting the environment, we shall:

- / comply with all relevant environmental legislation;
- / operate our business in a way that protects the environment;
- / promote environmental awareness to colleagues and enlist their support in improving the Company's performance with training and instruction;
- / minimise waste by making sure processes are as efficient as possible;
- / look to reduce energy and water usage;
- / promote recycling internally and with our suppliers and customers;
- / minimise the environmental impact of our logistics activities; and
- / continually develop our environmental management system.

To continually improve how we manage environmental impact, we shall:

- / monitor progress on environmental standards and objectives by adopting regular internal monitoring procedures;
- / investigate incidents to reduce the chance of reoccurrence;
- / use impact assessments to identify opportunities for improvement;
- / encourage and evaluate feedback from all, on our environmental management;
- / liaise assertively and honestly with Enforcement Officers;
- / review environmental trends and progress at the Environmental Working Group at least quarterly; and
- / review key environmental issues at Corporate Social Responsibility (CSR) Committee level at least every six months.

To manage our impact on the environment in a responsible and ethical manner, we shall:

- / report environmental performance indicators and progress to the CSR Committee and Board at least every six months;
- / recognise that each member of the Executive has direct responsibility for the area under their control;
- / nominate the People Director as the person who champions environmental management at Board level;

- / confirm that all levels of line management are responsible for day-to-day environmental management; and
- / encourage our colleagues to be environmentally aware and to practice environmentally responsible ways of working.

We expect all of our colleagues to engage fully with this Policy and to share in our collective group wide vision of achieving high environmental standards.

We shall ensure that this Policy is regularly reviewed to ensure it remains fit for purpose and continues to promote these high standards of environmental awareness.



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Jill McDonald
Chief Executive Officer
March 2017