



Partner Success. It's what we do.

WESTCON-COMSTOR ENVIRONMENTAL POLICY

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1. Document control

Revision	Date	Status	Prepared	Checked & authorised
1.0	4/11/2022	Final draft	Daniel Jones, Sam Kershaw, Jeroen Vogelzang	Kevin Brzezinski
1.1	15/12/2022	Content review	Allan MacQuaide, Rema Farhan, Jeroen Vogelzang	Kevin Brzezinski
1.2	09/02/2023	Content review	Sarah McGaw, Mark McLardie	Kevin Brzezinski
1.3	01/07/2026	Content review	Sarah McGaw, Laura Mozden	Callum McGregor

2. Purpose & Scope of Application

This policy statement sets out Westcon-Comstor's commitment to protecting the environment, continuously improving mitigation of negative environmental impacts from our operations, and satisfying applicable legal and regulatory requirements. It has been prepared in accordance with ISO 14001.

This policy is applicable to all company officers, directors, employees, consultants, representatives, visitors, and independent contractors, globally. This policy is communicated as part of the company induction process and is available to download from our website.



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Stakeholders can report environmental concerns to GDSChampions@westconcomstor.com. In situations where you prefer to place a report in confidence, you are encouraged to use our hotline, hosted by a third-party hotline provider, NAVEX Global: navex.westconcomstor.com

3. Governance and Responsibility

This policy and its environmental objectives are regularly reviewed by our environmental, social, and governance (ESG) and leadership teams to ensure we are acting in line with expectations and targets. We strive for continual improvement of our environmental management processes to enhance environmental performance

The Head of Environmental Sustainability is responsible for reviewing and amending the policy and commitments with oversight from the Global Head of ESG.

4. Energy consumption and Greenhouse Gas (GHG) emissions

Westcon-Comstor will measure and reduce GHG emissions (“emissions”) across its operations and supply chain in line with the GHG Protocol, and the requirements of SBTi.

Targets and commitments

- Net-zero emissions company-wide by 2050
- 50% reduction in Scope 1 & 2 emissions by FY30 from a FY22 base year
- 25% reduction in Scope 3 emissions by FY30 from a FY22 base year
- 100% renewable electricity use globally by FY30

5. Materials, Chemicals, and Waste

Westcon-Comstor will conserve natural resources by reducing waste generation, promoting recycling, and ensuring safe disposal of hazardous materials.

Targets and commitments:

- Minimise additional packaging use and reuse it where possible
- 100% of additional packaging applied in our distribution centres is from recycled materials and recyclable
- Promote solutions that extend product lifecycles and support a circular economy, including repair and refurbishment models
- Support Partners in understanding and reducing the environmental impacts associated with their technology lifecycle



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6. Water Stewardship

Westcon-Comstor recognises the importance of responsible water management. As a service-based organisation, our direct water usage is limited to domestic consumption (e.g. sanitation, drinking water, and minor landscaping).

While water is not identified as a material environmental priority within our operations, we are committed to:

- Monitoring water consumption across our operations and promote water-saving behaviours
- Disclosing our estimated water consumption in our annual Responsible Business Report and disclosure to CDP
- Considering water risks and mitigation controls in regions where water scarcity may be a concern

7. Sustainable Procurement

Westcon-Comstor recognises that the most material environmental impacts occur within the supply chain and is committed to driving improved environmental performance through responsible sourcing practices.

Westcon-Comstor will:

- Integrate environmental considerations into procurement decisions to reduce impacts across its value chain.
- Include environmental-related criteria into supplier due diligence and risk and impact assessments, and perform ongoing monitoring
- Work collaboratively with suppliers to improve environmental performance, transparency, and data availability

Quantitative targets:

- 100% of all new suppliers agree to our code of conduct and environmental addendum
- 100% of direct spend covered by suppliers assessed for environmental performance by 2029

8. Environmental Services and Advocacy

Westcon-Comstor understands that the products and services it sells to customers ("Partners") have an environmental impact during their use-phase and end-of-life disposal and is committed to supporting its Partners to reduce these impacts.

- Help Partners calculate and monitor their carbon footprint by responding to 100% of partner questionnaires and providing emissions data, where available
- Encourage responsible consumption by actively promoting services that extend product lifetimes, such as:
 - Facilitating the return and refurbishment of customer-owned networking equipment
 - Providing 'blended' solutions that combine new and vendor remanufactured equipment
 - Properly disposing of end-of-life equipment by partnering with authorised IT Asset Disposition (ITAD) companies



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9. Customer Health and Safety

Westcon-Comstor will ensure that all distributed products meet environmental and chemical safety regulations through compliance with all applicable environmental and safety regulations including, but not limited to, RoHS (Restriction of Hazardous Substances) and REACH (chemical regulation), and relevant battery and electronic equipment directives and e-waste laws.

Additionally, we ensure that all products are handled, stored, and transported in accordance with applicable safety and hazardous materials regulations, with particular attention to high-risk categories such as batteries and electronic components.

Targets and commitments:

- Maintain 100% compliance with RoHS, REACH, and e-waste laws across all applicable markets
- All products containing hazardous substances are clearly labelled
- Require suppliers to adhere to our Code of Conduct, including the provision of product safety documentation either in the packaging or on their website
- 100% of warehouse employees complete training on hazardous material handling

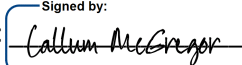
Where Westcon-Comstor becomes aware of potential product-related health or safety concerns, we will:

- Escalate such concerns to the relevant supplier
- Support the communication of appropriate information or actions to affected Partners where necessary
- Support suppliers with the recall of dangerous or faulty products

Westcon-Comstor does not lead product investigations or corrective actions but will cooperate with suppliers and other stakeholders as appropriate

10. Approval

Approved by: Callum McGregor

Signed: Signed by:
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Date: 7/27/2026