



SUSTAINABILITY POLICY

MISSION

We are committed to continual improvement in environmental and social sustainability, ensuring that we understand and address the needs of our stakeholders.

OBJECTIVES

To accomplish this, we endeavour to:

- Develop/Implement a sustainability strategy to achieve our mission
- Develop/Implement policies and practices that promote environmental accountability and social responsibility
- Establish meaningful targets including carbon emissions reduction
- Work with our supply chain, customers and other stakeholders to pursue, promote and provide leadership in sustainable development
- Report externally on sustainability performance and achievements.

ACTIONS

In meeting these objectives, we will:

- Display and provide this policy to all employees, contractors, customers and other stakeholders
- Review our sustainability strategies, policies and performance on a regular basis
- Make resources available for sustainability improvements and engagement with internal stakeholders and communications to external stakeholders
- Communicate sustainability performance internally and externally.

In Our Operations

- Use resources efficiently to minimise energy use, water, waste and travel and support innovative solutions to resource management.
- Implement the principles of sustainable procurement of goods and services.

With Our Employees

- Provide ongoing training and communication for all staff on sustainability issues relevant to the business
- Support and encourage our employees to volunteer with the local community.

With Our Stakeholders

- Support the promotion of sustainability leadership across our industry and beyond
- Partner with organisations that practice sustainability and encourage knowledge exchange

- Support community and charity projects that achieve sustainability goals.

Corporate Governance

- Comply with all current and future legislation
- Avoid any interest or activity that is in conflict with the conduct of our official duties
- Demonstrate the highest standards of integrity, accountability and transparency in all our activities
- Operate an equal opportunities policy for all present and future employees.

Contact: Amber Nuttall

Title: Sustainability Director

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Date of next review: April 2022