

# Environmental, Social and Governance (ESG) Policy

## Introduction

The purpose of the **ESG Policy** is to define the company's commitments and requirements to make a positive contribution to economic, environmental, and social progress through its business activities and relationships. We are committed to driving down our energy and carbon impacts, and to implementing environmentally sustainable initiatives that deliver efficiency, value, and health for our business, people, and the wider community.

We are committed to supporting and contributing to the achievement of the UN Sustainable Development Goals (SDG's) with specific focus on 11 Sustainable Cities and Communities, 12 Responsible Consumption and Production and 14 Life Below Water.

## Environmental Responsibility

We recognise the importance of protecting the environment and are committed to minimising our environmental impact. Our environmental initiatives include:

- **Reducing Emissions:** We aim to reduce our greenhouse gas emissions by implementing energy-efficient technologies and practices.
- **Resource Efficiency:** We strive to use resources efficiently and reduce waste through recycling, reusing materials, and optimising our manufacturing processes.
- **Sustainable Sourcing:** We prioritise sourcing raw materials from suppliers who adhere to sustainable practices and ethical standards.
- **Compliance:** We comply with all relevant environmental regulations and standards, including the UK Environmental Protection Act and the EU's environmental directives. We use an Environmental Management System that is implemented, maintained and continuously improved in accordance with the requirements of ISO 14001:2015.

## Social Responsibility

We are dedicated to making a positive impact on society by fostering a safe, inclusive, and supportive workplace and contributing to the well-being of the communities we serve. Our social initiatives include:

- **Employee Well-being:** We prioritise the health, safety, and well-being of our employees by providing a safe working environment, promoting work-life balance, and offering opportunities for professional development.
- **Diversity and Inclusion:** We are committed to fostering a diverse and inclusive workplace where all employees are treated with respect and have equal opportunities for growth and advancement.

- **Community Engagement:** We actively engage with and support the communities in which we operate through charitable contributions, volunteer efforts, and partnerships with local organisations.
- **Human Rights:** We uphold the principles of the United Nations Guiding Principles on Business and Human Rights and ensure that our operations do not infringe on the rights of individuals.

## Governance

We are committed to maintaining high standards of corporate governance to ensure transparency, accountability, and ethical conduct in all our business activities. Our governance practices include:

- **Board Oversight:** Our Board of Directors provides oversight of our ESG initiatives and ensures that they are integrated into our overall business strategy.
- **Ethical Conduct:** We adhere to a strict code of ethics and conduct, which outlines our commitment to integrity, honesty, and compliance with all applicable laws and regulations.
- **Risk Management:** We have robust risk management processes in place to identify, assess, and mitigate ESG-related risks.
- **Stakeholder Engagement:** We engage with our stakeholders, including customers, employees, and regulators, to understand their perspectives and incorporate their feedback into our ESG strategy.

## Cybersecurity

We recognise the importance of protecting our digital assets and ensuring the security of our information systems. Our cybersecurity initiatives include:

- **Data Protection:** We implement robust data protection measures to safeguard sensitive information and prevent unauthorised access, data breaches, and cyber-attacks.
- **Employee Training:** We provide regular cybersecurity training to our employees to raise awareness about potential threats and promote best practices for maintaining a secure digital environment.
- **Compliance:** We comply with all relevant cybersecurity regulations and standards, including the UK Data Protection Act and the EU General Data Protection Regulation (GDPR).

## Charitable Donations

We are committed to supporting the communities in which we operate through charitable donations and philanthropic efforts. Our charitable initiatives include:

- **Financial Contributions:** We allocate a portion of our profits to support local and national charities that align with our values and mission.

- **Partnerships:** We collaborate with non-profit organisations, schools and community groups locally to address social and environmental challenges and make a positive impact.

## Monitoring and Reporting

We are committed to transparency and accountability in our ESG performance. We will:

- **Set Targets:** Establish clear and measurable ESG targets and regularly review our progress towards achieving them.
- **Report Progress:** Publish an annual ESG report that outlines our performance, achievements, and areas for improvement.
- **Continuous Improvement:** Continuously seek opportunities to enhance our ESG practices and performance through innovation, collaboration, and stakeholder engagement.



David Meadows

Managing Director

January 2025