

Group Sustainability & Energy Policy

Environment

- Strive for best practice in all areas and to meet UN Sustainable Development Goals wherever possible.
- Reduce our carbon footprint by adopting industry best practices, improving energy efficiency, and increasing our commitment to renewable energy.
- Benchmark energy usage and carbon footprint for all business sites.
- Purchase and use energy in a cost-effective, efficient, and responsible manner.
- Use water responsibly and sustainably.
- Contribute to the creation of a circular economy, where waste materials are no longer simply thrown away, but are assessed for potential re-use or recycling.
- Source materials responsibly and sustainably, ensuring that suppliers meet our sustainability goals.
- Engage with our suppliers to minimise the environmental impact of goods and services we procure.

Social

- Strengthen our employees' environmental knowledge and skills to improve our own environmental performance.
- Provide information and training opportunities on energy saving measures.
- Offer opportunities for employees to engage in initiatives that contribute to environmental protection or charitable work in the community.
- Bring value to the communities in which we operate and respect their culture and heritage.

Governance

- Appoint an ESG Champion to guide and support the business to meet ESG requirements.
- Monitor our Environmental, Social and Governance (ESG) performance and report annually.
- Set annual targets and objectives to improve our ESG performance.
- Comply with applicable international, regional, and national legislation regarding energy consumption and energy efficiency.
- The alignment of our corporate values and code of business ethics with the UN Nation Global Compact and Sustainability Goals.



Jim Beveridge

CEO | ICR

Date: 13/01/2026