



POLICY STATEMENT

Environmental Policy Statement

Protecting the environment is a core responsibility for all colleagues and an essential part of how we operate as a responsible group of businesses. As Group Managing Director, I am committed to providing visible leadership and ensuring that environmental considerations are embedded within our decision-making, operational controls and continual improvement activities. This policy sets out our commitment to protecting the environment, fulfilling our compliance obligations and improving the environmental performance of our Environmental Management Systems.

In line with recognised environmental management best practice, I expect, as a minimum, that:

- We comply with all applicable environmental legislation, regulations, permits and other compliance obligations relevant to our activities, products, services and the industries in which we operate.
- We create and maintain a positive, proactive environmental culture in which colleagues, contractors and leaders understand their responsibilities and are encouraged to contribute to improved environmental performance.
- We identify, assess and manage the environmental aspects and impacts of our activities, including those associated with energy use, emissions, waste, water, materials, transport, procurement and operational processes.
- We protect the environment by seeking to prevent pollution, reduce waste, use resources efficiently and minimise adverse environmental impacts wherever practicable.
- We provide appropriate information, instruction, training and guidance so that colleagues understand environmental best practice and how their individual actions can support improved environmental performance.
- We establish, monitor and review measurable environmental objectives and targets that support this policy, our Group Wide SHEQ Strategy and our ESG Strategic Roadmap.
- We continually improve our Environmental Management Systems and enhance environmental performance through effective planning, implementation, monitoring, audit, management review and corrective action.

Through our Group Wide SHEQ Strategy and ESG Strategic Roadmap, we have established a clear direction for the type of businesses we aspire to be. These commitments, supported by our Group 'Basics in Place' core fundamentals, provide the framework for setting environmental objectives, strengthening compliance, improving operational control and progressing our journey towards Environmental Excellence.

Senior leaders and their management teams are responsible for ensuring that this policy is communicated, understood, implemented and maintained across their areas of responsibility. They are also accountable for setting and reviewing annual improvement objectives that are aligned to the Group Wide SHEQ Strategy, with sustainability, carbon reduction, resource efficiency and pollution prevention forming part of this clear focus.

Through this policy, I commit to ensuring that the resources, governance, competence and organisational structures necessary to achieve these ambitions are made available. This policy will be reviewed periodically and made available to colleagues and relevant interested parties as appropriate.

A handwritten signature in black ink, appearing to read "Peter Jones", written over a horizontal line.

Peter Jones
Group Managing Director

Approved & Signed: 30/06/2026

Review Date: 30/06/2027

