



## Environmental, Social and Governance (ESG) Strategies





# 1. Environmental Policy

The Group will continually strive to improve the environmental impact of its operations.



## 1.1 Carbon Footprint

- The Group aims to bring all greenhouse gas emissions to net zero by 2050 at the latest.



## 1.2 Waste and Recycling

- The Group will aim to stop using single use plastics as soon as reasonably practicable.
- It is the Group's ambition that as soon as reasonably practicable all subsidiaries will only use sustainable/recyclable products in their business operations, to the extent that it is viable to do so.



## 1.3 Ecology

- The Group will work with regulatory bodies, and adhere to the standards set by those bodies, in order to protect the eco systems that are directly affected by our business activities, and we will seek to ensure sustainability.



## 2. Social Policy

The Group will make a positive contribution to society, with particular emphasis on the industries and communities in which it operates.



### 2.1 Employee Diversity

- The Group is committed to diversity and inclusivity, and does not discriminate based on gender, ethnicity, disability or age.



### 2.2 Employee Wellbeing

- The Group will strive to be a workplace with zero health and safety incidents.
- The Group will care for the health and wellbeing of its workforce through a mix of training, support and tailored employee benefits.



### 2.3 Communities

- The Group will make a positive contribution to the communities in which it operates.



## 2. Social Policy (cont.)



### 2.4 Charitable Giving

- In order to make a positive social impact, the Group will support staff in their charitable endeavours. The Group will give to local charities associated with the communities we work within, continue to donate to charities linked to the industries in which we operate and partner with a nationwide charity.



### 2.5 Philanthropic

- The Group will continue to provide time, assistance and support to charities and organisations that align with its core business activities and culture.



## 3. Governance Policy

The Group is committed to high standards of governance and has developed robust governance systems that are appropriate for a family owned private business of its size.



### 3.1 Law Abiding

- The Group will maintain its high ethical standards, acting in a socially responsible manner and complying with applicable laws.



### 3.2 Tax Transparency

- The Group adopts a prudent, even handed approach to tax planning, that is aligned with its commercial and economic activity and maintains open and effective communication with the tax authorities. It will seek to utilise available reliefs and concessions, where possible, as it fulfils its fiscal obligations to government.

