

# Sustainability Policy

## Mission

We are committed to continual improvement in environmental & 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 & provide leadership in sustainable development
- Report externally on sustainability performance and achievements



Fergus Bailie  
CEO  
September 2023



## 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 & 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 & 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 & 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 & transparency in all our activities

Operate an equal opportunities policy for all present and future employees