

Group Environmental, Social, and Governance (ESG) Policy

Effective Date: August 2024
Review Date: August 2025
Policy Owner: SHEQ

Introduction

Woodall Nicholson Group is committed to integrating Environmental, Social, and Governance (ESG) principles into our business operations. We recognize that sustainable business practices are essential for long-term success and for creating value for all our stakeholders, including employees, customers, suppliers, investors, and the communities in which we operate. This ESG policy outlines our commitment to responsible business practices that contribute to a sustainable and equitable future.

Purpose

The purpose of this policy is to define our approach to ESG issues, set out the principles that guide our decision-making, and ensure that our business activities align with our commitment to sustainability, social responsibility, and ethical governance.

Scope

This policy applies to all employees, contractors, and stakeholders involved in the operations of Woodall Nicholson Group. It covers all aspects of our business, including environmental impact, social responsibility, and corporate governance.

ESG Principles

Woodall Nicholson Group's ESG strategy is built on the following core principles:

Environmental Stewardship: We are committed to reducing our environmental footprint through responsible resource management, energy efficiency, waste reduction, the use of sustainable materials and the development of products that sustain and support our goals through efficiency and the circular economy. Our goal is to minimize our impact on the environment and contribute positively to global sustainability efforts.

Social Responsibility: We recognize the importance of our role in society and are committed to making a positive impact on the communities in which we operate. This includes respecting human rights, promoting diversity and inclusion, ensuring the health and safety of our workforce, and contributing to the social and economic well-being of our employees and communities.

Ethical Governance: We are committed to maintaining the highest standards of corporate governance, transparency, and ethical behaviour. Our governance framework ensures accountability, integrity, and compliance with all applicable laws and regulations. We are dedicated to fostering a culture of trust and responsibility throughout our organization.

ESG Objectives

To fulfil our ESG commitments, Woodall Nicholson Group has established the following objectives:

Environmental Objectives:

- Conduct a comprehensive audit of our carbon emissions and set ambitious reduction targets to align to Government and key stakeholder carbon commitments.

- Implement sustainable sourcing practices, prioritizing materials with lower environmental impacts.
- Design and promote products that reduce energy consumption.
- Enhance energy efficiency and reduce waste across all operations.

Social Objectives:

- Foster a diverse and inclusive workplace where all employees are valued and respected.
- Ensure fair labour practices and provide opportunities for professional growth and development.
- Support community engagement initiatives and contribute to local social and economic development.
- Protect the health, safety, and well-being of all employees through comprehensive health and safety programs.

Governance Objectives:

- Uphold the highest standards of ethical conduct and compliance with all relevant laws and regulations.
- Ensure transparency and accountability in all business operations and decision-making processes.
- Maintain a robust risk management framework to identify, assess, and mitigate potential risks.
- Engage regularly with stakeholders to understand their concerns and incorporate their feedback into our business practices.

Policy Statement

Woodall Nicholson Group is dedicated to integrating Environmental, Social, and Governance (ESG) principles into every aspect of our business. We commit to reducing our environmental impact, fostering social responsibility, and upholding the highest standards of ethical governance. Our ESG policy reflects our belief that sustainable and responsible business practices are fundamental to long-term success and the creation of value for all our stakeholders. Through continuous improvement, stakeholder engagement, and a strong commitment to ethical conduct, we aim to contribute to a more sustainable and equitable world.

Roles and Responsibilities

- **Executive Leadership:** Provide strategic direction, resources, and oversight to ensure the effective implementation of the ESG policy.
- **ESG Committee:** Oversee the development and execution of ESG initiatives, monitor progress, and ensure alignment with our ESG objectives.
- **All Employees:** Support and participate in ESG initiatives, adhere to the policy, and contribute to the achievement of our ESG goals.

Policy Review

This ESG Policy will be reviewed annually or as needed to ensure its continued relevance and alignment with evolving ESG standards, stakeholder expectations, and business objectives.

This policy reflects Woodall Nicholson Group's commitment to sustainability, social responsibility, and ethical governance, ensuring that our business practices contribute positively to society and the environment while delivering long-term value.

Approved by:

John Randerson



CEO
August 2024