



GROUP SUSTAINABILITY POLICY

Hill & Smith PLC and its operating companies (the “Group”) is committed to adopting sustainable principles across all our operations and conducting our business in a socially responsible manner.

Basis

Group intends to implement sustainable manufacturing practices across its operations by fulfilling all regulatory sustainability, environmental and social obligations and continually striving to develop and implement best practices.

Principles

The Group and its operating companies will work with regulators, stakeholder groups, employees, customers and supply chain partners to conduct operations and deliver services in a sustainable manner and continuously improve our sustainability performance.

Adoption

This Policy has been adopted by the Group and will be updated or modified as appropriate.

Implementation

The Executive Board of Hill & Smith PLC has overall responsibility for ensuring that the group’s operating companies comply with this Policy and ensuring that the Group’s operating companies act ethically towards employees and the environment. The senior leaderships teams of each operating company are responsible for ensuring the employees of their business understand and comply with this Policy.

Our Commitment

The Group and its subsidiary companies will:

- Develop and maintain a sustainability strategy covering material environmental, social and governance (‘ESG’) issues.
- Continue to develop and deliver sustainable infrastructure through innovation, enabling our customers to become more sustainable through the use of our products.
- Measure and monitor all Scope 1, 2 and 3 greenhouse gas emissions and implement strategies to reduce them.
- Set verified science-based emissions targets.
- Partner with our supply chain to improve the sustainability of our products and services and reduce our Scope 3 emissions.
- Educate and engage employees on sustainability at home, work, and in their communities.
- Report progress against relevant sustainability topics and metrics in the annual report.