



Hill & Smith PLC (“the Group”) requires that all business subsidiaries are operated and managed so as to ensure that the climate change and environmental impact of their manufacturing process and finished products are minimised and that their activities comply with regulatory requirements and best-practices..

Basis

The Group is committed to ensuring the preservation of the environment by minimising the impact of its products and activities.

Principles

The Group and its subsidiary companies will work with stakeholder groups, including the communities in which it operates, employees, customers and supply chain, to minimise our contribution to climate change by reducing our usage of non-sustainable raw materials, energy and water; managing waste and reducing emissions to air and water in order to protect the natural environment; and ensuring responsible energy management and the practice of energy efficiency throughout all of its facilities and workplaces.

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 compliance with this Policy and ensuring that the Group’s subsidiaries operate ethically towards employees and the environment.

Commitments and resources

The Group and its subsidiary companies will

- comply with all applicable legislation, code of practice, regulatory controls and client or insurance requirements;
- communicate clearly, the Group’s Policy regarding the environment to the relevant regulatory bodies, employees, local communities, and any other interested parties;
- continually improve the Group’s environmental performance through the setting and review of realistic and achievable objectives and targets for each operating unit;
- assess the environmental risks associated with the activities of the Group’s subsidiary manufacturing companies to identify and implement appropriate actions to manage those risks;
- review our operational impacts on the local environment, manage energy wisely and minimise our consumption of natural resources;
- ensure that environmental issues have the appropriate level of focus throughout the supply chain;
- minimise the generation of waste and to dispel of unavoidable waste in an appropriate manner;
- improve overall water quality and where appropriate invest in treatment plants to remove impurities from water courses and minimise our use of freshwater;
- consider the environmental implications of changes to products, processes, materials, and facilities when business decisions are made; and
- provide appropriate financial and physical resources to implement this Policy.

Approved by the Executive Board

15 February 2021