



# GROUP ENVIRONMENT POLICY

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*Hill & Smith PLC (“the Group”) requires that all operating companies are operated and managed so as to ensure that the climate change and environmental impacts 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 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.

## Commitments and resources

The Group and its operating 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 operating 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 dispose of unavoidable waste in an appropriate manner;
- minimise our use of potable and fresh water;
- dispose of waste water in a manner that does not cause pollution;
- 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.



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## Violation

If you become aware of a violation of this policy you should report it either via your Managing Director, or Group Company Secretary, or report using the Group's our online 'SPEAK UP' portal, provided by Navex Global EthicsPoint at <https://www.hsgroup.ethicspoint.com>

## Associated Documents

- Group Code of Business Conduct
- GHG Emissions Re-calculation Policy

## Other Contacts

Your Managing Director/local Finance Director  
Group Head of Sustainability Tel: +44 (0)121 704 7430  
Email: [compliance@hsgroup.com](mailto:compliance@hsgroup.com)