



This Policy is set and monitored by the Executive Board of Hill & Smith PLC (“the Group”) as the Group is committed to developing and innovating sustainable infrastructure products and services and takes a preventative approach to quality and safety of our products, processes and services.

Basis

The Group seeks to create and maintain work environments that help our business units develop and manufacture products that meet the Group’s purpose, specifically:

- providing well paid, highly skilled employment and significant development opportunities to our employees;
- managing and monitoring our effect on the use of energy and other natural resources;
- providing innovative sustainable infrastructure products and services to meet the changing nature of industrial manufacture and the urbanisation of cities and communities; and
- offering solutions to combating the results of climate change.

Principles

In designing and manufacturing our products and services to meet all applicable legal and contractual requirements and standards, we encourage:

- the employment of employees from the localities in which our business units are based;
- the control of energy consumption and the use of natural resources in both the manufacturing and application of our products;
- the development and innovation of solutions that meet the needs of our customers and use of suppliers that meet the conditions of our various supply chain policies; and
- the continuous improvement of material efficiencies within our products and production processes.

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.

Our Products and Services

Galvanizing

Our galvanizing companies provide a hot-dip galvanizing service that provides long-life, low-maintenance corrosion protection which safeguards steel from atmospheric attack. It is an easy, cost-effective, and environmentally friendly process that provides steelwork with a robust, durable, and corrosion-protective finish that under normal conditions will last for many years without maintenance, extending the life of the product for 60+ years. Hot-dip galvanizing does not just prevent steel from corroding due to environmental damage, the process bonds the zinc onto the base steel and creates a self-sacrificing and self-healing barrier to minor impact and damage.

Engineered Solutions

Our Composite Group offers products that have a low embedded energy production process and provide solutions for mechanical strength and protection in many market segments such as transportation, electrical, building and infrastructure, industrial and energy and have a better ecological footprint than traditional materials. These materials have a track record of providing useful benefits including high durability, mechanical performance, design freedom, low weight, and ease of manufacturing. Our products also support carbon



reduction through the delivery of renewal energy through our electrical transmission products, solar and windfarm schemes, and LNG projects.

Roads & Security

The safe urbanisation of cities and communities is supported through our workzone protection and pedestrian protection solutions, complemented by our permanent and temporary crash protection systems. Our hostile vehicle mitigation products offer security to high value assets, protecting society from the effects of data and power outages.

Responsibilities

It is the responsibility of each business unit to take the necessary steps to assure compliance with this Policy and employees should report to their supervisor any situations where they are aware that this Policy is not being followed.

Approved by the Executive Board

15 February 2021