

## Sustainability Policy

Our continued long-term success depends on the people and planet around us. We recognise that pollution, resource depletion, climate change, poverty, inequality, and other challenges threaten the environment and the prosperity of communities. This means we must strive to enhance the sustainability of our products and reduce the impact of our operations on the environment. We have a responsibility to ensure that our people, our suppliers, the communities where we operate, our customers and consumers, all thrive because of our business. We are B Corp and Ecovadis certified, meeting the highest standards of social and environmental performance, and we are committed to reducing the impact of our operations on the environment.

In support of our vision, we will work vigorously to achieve a high standard of environmental performance, limiting its negative impacts and seeking opportunities in every decision to drive environmental sustainability. We will achieve this with the full commitment and active participation of the Board, Managers and everyone who works for us. We shall engage with our suppliers and contractors to ensure that our goals are clear. We will:

- Comply with all relevant environmental legislation and apply responsible standards where laws and regulations do not exist. Keep up to date with the legal framework within which we operate.
- Identify the significant environmental impacts of our operations and manage them through appropriate measures, controls, integrating environmental considerations into business planning, decision making and daily activities
- Commit to continually improve our sustainability performance, pollution prevention, energy use, waste management and emissions through appropriate targets and objectives, specifically:
  - Reducing risks to the environment, where possible, through selection and design of materials, buildings, facilities, equipment, and processes
  - Reducing our greenhouse gas emissions, the use of water, energy, and any other natural resources
  - Minimising waste and increasing recycling within the framework of our waste management procedures adopting a reduce-reuse-recycle strategy where practicable
  - Promoting environmentally responsible purchasing
  - Sourcing materials from sustainable supply, when practicable
  - Committing to on-going assessment and development of products and packaging to minimise their environmental impact.
  - Supporting local communities and charities to help restore local resources and improve the lives of those who are less able, vulnerable or experiencing hardship
- Provide education, training, and procedures for staff to address sustainability issues and environmental impacts as well as their roles and responsibilities in delivering our sustainability performance objectives.
- Communicate our sustainability aims and objectives to everyone including suppliers, contractors, and customers as well as encourage feedback, participation, and accountability amongst relevant stakeholders.
- Regularly evaluate our environmental processes, review the findings and the overall environmental performance against targets and objectives to identify opportunities for improvement, encourage external review and communicate environmental performance.

We aim to be a low carbon company and reduce our operational scope 1-3 carbon emissions 3% YOY with at least 90% of waste diverted from landfill leading to zero waste to landfill by 2050.

This Policy will be shared internally and can be found on the HG&Co website. It will be reviewed annually and revised as necessary to reflect changes to the business activities and any changes to legislation. Any changes to the Policy will be brought to the attention of all stakeholders.



Christopher Hayman - Chairman



James Hayman – Managing Director