

SMITH'S (GLOUCESTER) LIMITED The "Company"

SUSTAINABILITY POLICY

Smith's (Gloucester) Ltd. are committed to sustainable development (meeting the needs of the present without compromising the ability of future generations to meet their own needs) as a guiding principle within our work.

Concern for the environment is an integral and fundamental part of this commitment. Our aim is to reduce the impact on the environment from our operations.

Our sustainability action plan in our role as a service provider, we aim to promote good governance in all aspects of our work as well as dealing with aspects of poor practice. We continually assess the environmental impacts of our operations and set objectives and targets in order to improve our environmental performance and thus the sustainability of the operations that are carried out, especially with regards to the use of energy, water, fuel and other resources. We have a designated in-house Energy Compliance Officer who is solely responsible for monitoring and reporting on energy consumption and environmental impacts of the group as a whole.

We have also responded to government targets by appointing a General Compliance Officer to ensure that all environmental regulation is met and we are fully compliant within all areas of our operations.

In addition, Smith's (Gloucester) Ltd encourages its employees to operate with environmental sustainability at the forefront of their thinking. We continually promote sustainable practices such as reduced emissions and increased recycling rates. Our recycling rates for waste generated by the operations of the waste facet of the business have been maintained at over eighty percent for over ten years.

Furthermore Smith's (Gloucester) Ltd ensure that our policies and services are developed in a way that are complimentary to this policy. We communicate our policy to all employees, contractors, visitors and other key stakeholders seeking to ensure it is understood and implemented. Our policy is made available to our supply chain and other interested parties to inform and promote wider adoption of responsible practices.

Signature:

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke.

Position: Managing Director

Dated: 2nd January 2024