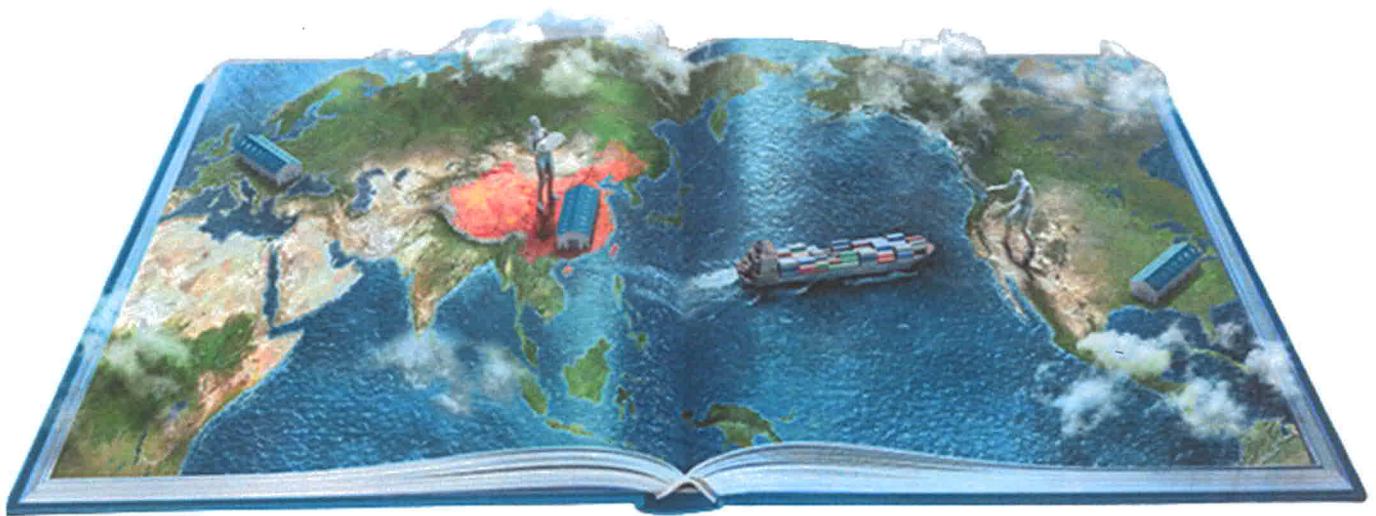





Global Climate Policy



*A journey towards becoming a
Carbon Neutral Organisation*



The Henry Bath Group consider our global climate policy as part of our social responsibility, which is an integral part in the way we do business.

Our Company's heritage has been built over generations and continues to guide us and our actions today. We will continue to honour this legacy and always act in a socially responsible and ethical manner. We will implement GHG solutions today and over the course of the next few years with the intent of becoming an 'early adaptor' in our Industrial space that understands our impact on the environment through the storage and handling of our client's products.

As a company, we endeavour to actively contribute to a climate neutral supply chain and sustainable environment. Therefore, we strive to limit our impact on climate change and carry out all our business activities in a sustainable manner. We believe that our industry has a key role to play in finding sustainable solutions for today's climate challenges.

The direct greenhouse gas emissions from our operations result mostly from the energy use in our warehouses and operational equipment.

Our climate achievements to date:

- Our directly managed office and warehouse business operations certified as carbon neutral in 2022 (Scope 1,2, partial 3).
- Reduction Plan implementation throughout the company has resulted in reduced carbon emissions as demonstrated in our 2022 Footprint.

Our twofold climate goal is to ensure:

- Our directly managed office and warehouse business operations are carbon neutral certified in 2023 (Scope 1,2, partial 3).
- In 2040 Scope 1,2 and partial 3 are climate neutral, without offsetting.

To achieve our twofold climate goal, we will continue to take the following actions:

- Annually measure our GHG emissions.
- Reduce the carbon emissions of our operations by 49% in 2030.
- Implement alternative and renewable energy technologies such as solar panels in order to provide additional sustainable energy for our facilities.
- Electrification of our operating equipment, by replacing fossil-based powered material handling equipment with electric powered material handling equipment, enabling a reduction in greenhouse gas emissions.
- Engage with our stakeholders and set targets to reduce our supply chain carbon emissions.
- Offsetting carbon emissions by supporting renewable energy projects and 'nature-based' projects, such as forest conservation and planting.
- Annual review of our climate policy, discussions in periodical steering committees and regular updates about our climate ambitions and achievements to all staff.
- Annual independent audits in order to achieve and maintain carbon neutral certification.
- Report our greenhouse gas emissions, targets, results and activities openly and in accordance with the Greenhouse Gas Protocol.

- Going forward, in order to significantly reduce the 2022 freight carbon emissions and year on year going forward, we are focussing on working with the most sustainable carriers with low/zero emission equipment and shipping via alternative rail services, offering attractive low/zero carbon emission freight solutions to our clients, while simultaneously notably reducing our carbon footprint.

Our GHG reduction targets

49 % reduction by **2030** for scopes: **1, 2 & partial 3**

51 % reduction by **2050** for scopes: **1, 2 & partial 3**

Our climate ambition

To achieve above GHG reduction targets, we plan to implement the following reduction measures:

Description of reduction measure	Envisioned CO2 reduction	Envisioned year of implementation	Status (planned or committed)
Switch to green energy in all HB owned operation warehouses/offices	76.06	Prior to 2030	Partially achieved
	115.65	Prior to 2040	
	155.23	Prior to 2050	
Natural Gas Reduction	9.17	2023	Achieved
Implementation of LPG and Electric forklifts to replace existing forklifts	53.09	Prior to 2030	Partially achieved
	76.90	Prior to 2040	
	101	Prior to 2050	
Reduce business air travel emissions	32.72	Prior to 2030	Partially achieved
	98.34	Prior to 2040	
	164	Prior to 2050	
Replace company cars with electric vehicles	11.00	Prior to 2030	Planned
Natural gradual replacement of employee personal cars to electric vehicles	54	Prior to 2030	In Progress

COMPANY CFO: Paul Wynne

SIGNATURE:



DATE & PLACE SIGNED:

01.09.2023
Henry Bath Head Office, Liverpool, UK