

CLIMATE POLICY STATEMENT

APPROACH

The Henry Bath Group consider our global climate policy as part of our social responsibility, which is an integral part of 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 initiatives 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 and the use of equipment in our warehouses, and from company travel.

AIMS & OBJECTIVES

Our twofold climate goal is to ensure:

- Our directly managed office and warehouse business operations are externally certified (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 which will be reviewed on at least an annual basis:

- Annually measure our GHG emissions.
- Reduce the carbon emissions of our operations by 49% in 2030.
- Review the electrification of our operating equipment, by replacing fossil-based powered material handling equipment with electric powered material handling equipment where possible, 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.

SCOPE

The Company is committed to reduce its overall emissions in line with our aims and objectives, and this policy therefore covers all entities across the Henry Bath Group.

The Company promotes a positive culture through strong leadership, consultation, and engagement with employees and stakeholders in order to manage and mitigate our climate impacts.

RESPONSIBILITY & ACCOUNTABILITY

The Co-Group General Manager is accountable for endorsing this Policy, annual review, and ensuring that all subsidiaries are aware of and are committed to the policy expectations.

The Chief Financial Officer (CFO) is responsible for ensuring that sufficient funds and resources are provided to enable effective environmental management in all business operations.



The Group Operations & EHS Manager has the responsibility for coordinating the operational requirements of this Policy, developing group policies and standards, as well as developing an audit programme to monitor compliance with the Company's policies and any legal and regulatory requirements. They will assist all locations with matters arising in their reduction programmes as well as co-ordinating any external audit activities and commitments.

The General Managers are responsible for ensuring the policy implementation is effective, setting expectation, achieving standards and are jointly accountable for environmental performance and maintaining legal compliance in their respective regions. They shall ensure there are effective systems of communication, and any matters impacting the environment and/or climate are reported, assessed, and managed.

Managers and supervisors are responsible for the provision of adequate resources and appointment of competent persons to enable continual improvement of carbon performance. They shall ensure all employees and contractors have adequate skills through information, instruction, and training to enable them to carry out their work in an environmentally sustainable manner.

All employees and contractors that work on behalf of the Company will be made aware of this policy and are required to fully co-operate with its expectations and commitments, and its associated procedures. Individuals have a duty to work responsibility to minimise our climate impact.

AUTHORISATION & APPROVAL

Signature:		Signature:	
Name:	Peter Marc Waszkis	Name:	Paul Wynne
Role:	Co-Group General Manager	Role:	Chief Financial Officer
Date:	05/09/2024	Date:	05/09/2024