

GROUP CLIMATE POLICY STATEMENT

APPROACH

Henry Bath & Son Ltd (“the Company”) recognises that climate responsibility is part of its wider social responsibility and is integral to the way we conduct our business.

Our Company’s heritage has been built over generations and continues to guide 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 conscious supply chain and sustainable environment. We strive to limit our impact on climate change and carry out all our business activities in a sustainable manner and 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 energy use, 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).
 - Achieve (near zero) emissions across our Scope 1,2 and partial 3, by 2040 without relying on 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.
 - Increase the monitoring of our scope 3 GHG emissions.
 - Reduce the carbon emissions of our operations by 49% in 2030.
 - Implement the sourcing of energy from renewable sources wherever possible.
 - Engage with our stakeholders and set targets to reduce our supply chain carbon emissions.
 - Use credible carbon removal or offsetting only for residual emissions that cannot reasonably be eliminated, while prioritising direct emissions reductions across our operations and supply chain.
 - Annual review of our climate policy, and objectives as well as providing regular updates about our climate ambitions and achievements to all staff.
 - Annual independent audits to achieve and maintain external 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 covers all entities across the Henry Bath Group.

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

RESPONSIBILITY & ACCOUNTABILITY

The Board is responsible for ensuring that climate-related risks, opportunities and objectives are considered within the Company’s strategic decision-making, risk management and long-term business planning.

The Co-Group General Manager is responsible for endorsing this Policy, ensuring it is reviewed annually, and ensuring that all staff are aware of and committed to its expectations.

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 effective policy implementation, setting expectations, achieving required standards, and maintaining legal compliance in their respective regions. They are jointly accountable for environmental performance and shall ensure that effective communication systems are in place so that climate or environmental matters 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 responsibly to minimise our climate impact.

AUTHORISATION & APPROVAL

Approved by:	Paul Wynne	Role:	Co-Group General Manager
Signature:		Date:	11/09/2026