

SUSTAINABILITY POLICY STATEMENT

AG defines sustainability as the intrinsic balance between the social, economic and environmental aspects of our business operations. We are committed to these principles of sustainable development and aim to infuse them in all areas of our business through a process of continuous improvement and corporate socially responsible practices.

We believe that by working in partnership with our employees, local community, customers, contractors, suppliers, clients and all stakeholders we can have a positive impact on society and the environment which in turn will ensure that we thrive on our sustainable business journey.

To ensure positive environmental, social and economic performance we are committed to:

- Conducting our activities to comply with, and exceed where practicable, all applicable legislation, regulatory requirements and codes of practice;
- Compliance with the requirements of BES6001, ISO14001, ISO9001 and ISO45001;
- Driving workplace safety and best practice while promoting a positive safety culture to ensure all our employees, customers and contractors go home safe;
- Reducing our carbon emissions and reducing our use of fossil fuels by seeking alternative renewable energy sources;
- Working with our suppliers and production team to foster innovation and produce low carbon products;
- Facilitating carbon offsetting to compensate for emissions made elsewhere;
- Adopting a lifecycle approach to assess our environmental impacts; setting targets to reduce direct and indirect waste, energy intensity and consumption and intensity of water usage;
- Reducing the social and environmental impacts associated with daily business transport and the transportation of our products;
- Conserving and enhancing local biodiversity across all our manufacturing locations, demonstrating best practice and raising public awareness;
- Ensure the wildlife, species, habitats and geo-diversity are considered, managed and safeguarded in all our business activities;
- Attracting, developing and retaining the best people to be part of our team;
- Creating an environment where our people can reach their full potential through a programme of training, talent management and succession planning;
- Encouraging involvement in our local communities, through sponsorship, working with local schools and colleges and supporting local charities;
- Operating our business in a successful but fair manner. We will provide fair pay, competitive benefits and flexibility programmes;
- Managing and mitigating financial risk and having strategic plans to secure future success of employees and the company;
- Setting high standards for our suppliers and stakeholders, encouraging them to adopt sustainable management practices; ensuring they are socially, legally and ethically responsible.

Signed: _____



Dated: March 2024

Stephen Acheson, Chief Executive Officer