

Environmental Social Governance (ESG) Policy

Introduction:

This Policy outlines Doby Verrolec's key Environmental, Social and Governance (ESG) commitments and provides a framework to integrate these considerations into all aspects of our business operations.

This ESG Policy supports our core values of sustainability with consideration of the environment.

1. Environment

Environment: Doby Verrolec recognises its responsibility to conduct business in an environmentally responsible manner and to reduce the carbon emissions associated with our business operations. As part of our ongoing sustainability efforts, we are working with Planet Mark to measure our carbon emissions, engage stakeholders and transparently communicate our sustainability journey.

We have made the following commitments to ensure we continue to reduce our associated carbon emissions.

Our commitment to tracking our progress:

- Annually measure and report our Scope* 1, 2 emissions in addition to a number of core Scope 3 categories easily under organisational control.
- Commit to growing our reporting boundary to include all emissions material to Doby Verrolec over the next three years.
- Target a 5% reduction in Scope 1 and 2 emissions in comparison to our previous reporting year.

Our environmental focused initiatives:
• Comply with all environmental laws and regulations that apply to our organisational boundaries.
• Work towards the conservation of energy, water and resources in all our operations.
• Strive to better understand both the direct and indirect impact that our practices may have on the environment.
• Work with our entire supply chain in order to gain mutual benefits of incorporating environmentally sustainable goals into everyday business.
• Lessen our environmental impact by purchasing more sustainable products and services.
• Promote environmental awareness throughout all operations of our organisation
• Strive to raise awareness in the community, encourage participation and train employees in environmental and social matters.
• Reduce emissions from business travel by implementing an electric company vehicle policy, avoiding the need to travel when not necessary, or where necessary taking environmental impact into consideration.

***Definition of GHG Protocol Scopes:**

- **Scope 1:** Direct GHG emissions from operations due to owned or controlled site and vehicle fuel consumption e.g. company facilities gas, fuel or refrigerants and/or company vehicles.
- **Scope 2:** The indirect GHG emissions from the generation of purchased electricity and steam, and are produced outside a company's direct control e.g. Electricity, district heating and steam.
- **Scope 3:** Indirect sources of GHG emissions that are within a company's value chain, such as employee commuting, waste generated by the company's operation, production and transportation of raw materials and the use and disposal of products and services by customers.

2. Social

Social: At Doby Verrolec, we understand our responsibilities to contribute positively to the world around us. We will drive social impact through inclusive policies, employee well-being and community engagement. We have made the following commitments to ensure we continue to demonstrate our dedication to social responsibility across our organisation:

Our social focused initiatives:
• Work with Planet Mark to annually measure our Social Value, following the national TOMs framework. This framework provides the 'golden thread' between social value strategy and delivery. Conducting a Social Value assessment will be a critical element of our ESG Policy as it will help us capture our organisation's contribution to society through our corporate and community activities.
• Integrate diverse and inclusive practices across all areas of the organisation, including diversity across all levels of the organisation and inclusive hiring practices.
• Continuously build a strong culture and be a conscientious employer (e.g. parental leave, gender neutral pay gap, living wage).
• Foster an ethical and environmentally resilient supply chain, including fair trade practices, that ensures our business partners and suppliers adhere to ethical labour and environmental standards.
• Support community engagement development through volunteering efforts, charitable contributions, and partnerships with local organisations.
• Encourage our employees to volunteer their time and skills to support community projects and welfare programs.
• Provide opportunities for our employees to take part in charitable support with our partner charities
• Continuously comply with key legislations, such as the Modern Slavery Act 2015 and Bribery Act 2010, and provide training to all employees on these topics.
• Engage with stakeholders, including local organisations, communities, industry and government to identify meaningful, positive opportunities. For example, upskilling and training local workers.

3. Governance

Governance: Having strong governance is integral to our ESG strategy and reflects our commitment to upholding ethical and transparent business practice.

Our commitment to tracking our progress:

We will ensure that Doby Verrolec establishes clear ESG goals and metrics that are consistently reviewed and measured to assess progress of our environmental and social impact.

- As part of this, we will work with Planet Mark to measure our carbon footprint and maintain our commitment to Planet Mark's Certification Programme and to develop our net zero targets. This will include annual publication of our carbon emissions measurement report and certification.
- Regular assessments and audits will be conducted to ensure compliance with this policy.

Our governance initiatives:
• Monitor and maintain compliance with legal and regulatory requirements. E.g., reporting against ESOS, SECR, IFRS.
• Allocate responsibility to Senior Leadership and Management to conduct audits, evaluations, and self-assessments of the implementation of this policy ensuring its alignment with our organisational goals.
• Maintain the established Governance Committee. The Doby ESG team backed by the Senior Management team are responsible for overseeing the implementation of this policy and ensuring its alignment with our organisational goals.
• We will ensure the Doby ESG team are clear in sharing our ESG goals, and metrics are consistently reviewed and measured to progress our environmental and social impact.
• As part of this, we will work with Planet Mark to measure our carbon footprint and maintain our commitment to Planet Mark's Certification Programme and develop our net zero targets. This will include annual publication of our carbon emissions measurement and certification.
• Regular assessments and audits will be conducted to ensure compliance with Planet Mark and other external requirements.
• Ensure transparency in ESG performance reporting to stakeholders.
• Monitor and maintain compliance with legal and regulatory requirements. E.g., reporting against ESOS, SECR, IFRS.

Closing Acknowledgement:

The success of this policy, and of our wider ESG journey, cannot be achieved without a collective effort from our entire organisation. Each individual in our business plays a vital role in delivering our ESG commitments and is integral to their success. The senior management team and the ESG team at Doby Verrolec will hold themselves accountable for the implementation of this policy by conducting regular reviews to meet compliance and measure progress.

This ESG Policy will be reviewed annually or as required to reflect evolving priorities, regulations, gaps and areas for improvement and stakeholder expectations.