

TOBERMORE CONCRETE PRODUCTS SUSTAINABILITY POLICY

Tobermore are committed to producing world class products supported by a world class service that are sustainable, and aims to minimise the environmental impacts of our operations.

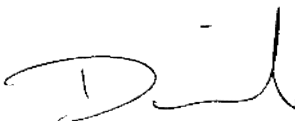
We want to have a positive impact on people, society and the planet. We aim to balance economic growth and positive social impact with environmental protection and regeneration.

We aspire to take a long-term approach, to be able to meet the needs of people today without compromising the needs of future generations. Caring for people and the planet is one of our core values, and it guides us in how we work.

To meet our Environmental commitment, we will:

1. Work long term for positive change. Our business setup allows us to make investments for the future in things like new technologies, innovative materials, and ways of generating clean energy as well as in social development in our value chain.
2. Adopt a systematic and integrated approach. We are committed to achieving the highest standards in complying with ISO9001, ISO14001, ISO45001, ISO50001, BES6001, the international environmental performance data (EPD) system and relevant CE certification marking schemes.
3. Transform into a circular business prolonging the life of products and materials, using resources in a smarter way. Turning waste into resources, sending zero waste to landfill.
4. Strive for 100% renewable energy (electricity, heating, and fuels) across our value chain. Promoting on-site renewable energy generation such as wind and solar to become more self-sufficient.
5. Become water positive by ensuring no polluted water from our operations enter the natural environment and protect biodiversity.
6. Sourcing wood and other raw materials from more sustainable sources.
7. Provide and promote solutions, inspiration and offer easy access to knowledge to prolong the life of product and materials. Invite and enable customers and other partners to be part of the solution.
8. Embrace change in ways that make people's lives better. By growing our business in an even more inclusive way and providing decent, and meaningful work, we can play our part in creating a fair and equal society.
9. Respect human rights in all areas of our business and continue to ensure the implementation of international labour standards. Always ensuring that workplaces are safe and contribute to the healthy development of people. Ensuring access to competence and skills development, enabling people to grow and reach their full potential. Providing and supporting stable, regular, and predictable employment directly and within or value chain.
10. We continue to build a diverse, inclusive workplace and empower and support our people to be themselves at work. Providing and promoting learning and working opportunities for young people and future talent
11. Ensure that our value chain is made up of diverse business partnerships that drive innovation, business growth and social impact.
12. Engage in our communities to create a positive impact on livelihoods and contribute to an inclusive local economy.

To ensure we meet our commitments, we undertake to periodically monitor and review our sustainability performance and take corrective action where necessary.



David Henderson

Managing Director, Tobermore Concrete Products, April 2023