

Hargreaves Sustainable Supply Chain Policy

Hargreaves Services Group (Hargreaves) is committed to reducing the environmental, social and economic impacts within our supply chain.

Our aims and objectives are to

- Minimise our environmental impact and deliver community benefits through better selection and improved usage of products and services
- Foster innovation in our supply markets to increase the availability and effectiveness of sustainable solutions that meet our organisational requirements
- Encourage our suppliers to adopt practices that minimise their environmental impact and deliver community benefits in relation to their own operations and throughout the supply chains in which they operate
- Work in partnership with suppliers to achieve our common goals and continually improve performance over time
- Work towards all employees, responsible for purchasing, to carry out Procurement & Sustainability training

Supplier Code of Conduct

We expect our suppliers to ensure their practices are supportive of our approach. We encourage our supply chain to develop individuals within their organisation through training, such as that provided by the Supply Chain Sustainability School. We expect to purchase goods and services that have been produced or are delivered with minimum impact on the environment and with due regard for social issues, such as employment conditions and welfare.

As a result, Hargreaves reserves the right to refuse partnerships with organisations that do not achieve (or are unable to provide evidence of an action plan to address) the following minimum standards for their operations, employees and supply chain:

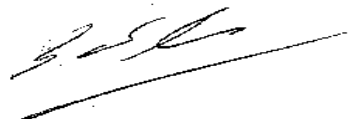
- Reduce their environmental footprint through:
 - Conservation of resources, including the use of energy, water and materials
 - Waste minimisation, both within their operations and through reduction of packaging
 - Reducing the impact of deliveries and maximising local sourcing
- Deliver benefits to society through:
 - Complying with International Labour Organisation (ILO) principles in respect to human rights and conditions of employment
 - Ensuring that slavery and human trafficking is not taking place in any of their supply chains and in any part of their business
- Drive economic growth through:
 - Supporting job creation and facilitating opportunities for small-and-medium-sized enterprises (SMEs)
 - Considering the life-cycle cost of products

This policy will be communicated throughout the company and supply chain. It will be reviewed on an annual basis to evaluate continued relevance, monitor compliance and drive continual improvement.

Approved by the Board on 27 March 2024 and signed on its behalf by:



Roger McDowell, Chair



Gordon Banham, Chief Executive

March 2024