

## **Hargreaves Sustainable Supply Chain Policy**

Hargreaves Services plc and its subsidiaries, including but not limited to Hargreaves Industrial Services Limited; Hargreaves (UK) Limited; Blackwell Earthmoving Limited; Hargreaves (UK) Services Limited; S&B Utilities Limited; C.A Blackwell (Contracts) Limited; Hargreaves Land Limited; Hargreaves Waste Management Services Limited; Hargreaves Services (Blindwells) Limited; Hargreaves Industrial Services (HK) Limited; Hargreaves Power Services (HK) Limited; and Access Services (HK) Limited; (Hargreaves) is committed to reducing the environmental, social and economic impacts within our supply chain.

### **Our aims and objectives are to**

- Minimise our environmental and carbon impact and deliver community benefits through better selection and improved usage of low-carbon products and services
- Explore opportunities to utilise sustainable and low-carbon solutions that meet our organisational requirements
- Encourage our suppliers to adopt practices that reduce their environmental impact, reduce carbon emissions, and deliver community benefits in relation to their own operations and throughout the supply chains in which they operate
- Work with our suppliers to achieve our common goals and continually improve carbon and sustainability performance over time
- Work towards all employees responsible for purchasing receiving Procurement, Carbon Management & Sustainability training, aligned to PAS 2080 principles

### **Supplier Code of Conduct**

We aim to work with suppliers who ensure their practices are supportive of our approach to low-carbon, sustainable procurement.

Where appropriate, we encourage our supply chain to develop individuals within their organisation through training, such as that provided by the Supply Chain Sustainability School and PAS 2080 carbon management principles

We will explore opportunities to purchase goods and services that have been produced or are delivered with minimal environmental and carbon impact, 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 standards for their operations, employees and supply chain.

- Minimise their environmental footprint through:
  - Conservation of resources, including the use of energy, water and materials
  - Waste reduction, both within their operations and through reduction of packaging
  - Reducing the impact of deliveries and emphasising local sourcing

- Transitioning to low-carbon transport methods
- 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

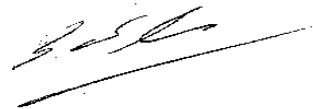
Where appropriate, suppliers will be required to report annually on their carbon performance and demonstrate continuous improvement. Where required, contracts will include carbon deliverables, such as baselining and reduction targets, and PAS 2080-aligned reporting frameworks will be promoted throughout our procurement activity.

This policy will be communicated throughout the company and supply chain. It will be reviewed annually to evaluate continued relevance, monitor compliance and drive continual improvement in sustainability and carbon reduction.

Approved by the Board on 30 April 2025 and signed on its behalf by:



**Roger McDowell**  
**Chair**  
**Hargreaves Services plc**



**Gordon Banham**  
**Chief Executive Officer**