

Environmental, Social & Governance (ESG) Policy Statement

Hargreaves Services plc (the Group) recognises the potential impact of its activities, products and services on the environment. The Group is committed to mitigating its impact on the environment by the application of robust Environmental Management Systems to continually review, manage, control and improve its environmental performance. The Group is committed to demonstrating its environmental performance improvement in accordance with all relevant legislation through robust measurement systems and appropriate goal setting and tracking. It is the Group's intention to achieve its business aims while raising its environmental standards.

We recognise the importance of our local communities. Our businesses are encouraged to support charities and local groups and initiatives that our employees are actively involved with. The Group has a designated Corporate Social Responsibility (CSR) Fund that is used to support various activities ranging from employees who take part in charity events, to donating to a local school to help raise funds for equipment; and from supporting a local cricket club, to numerous junior and adult football teams.

As part of the development of our governance structure to manage environmental and social risks, and opportunities, we have established an ESG Working Group to review the Group's strategy on environmental and social matters. The ESG Working Group is a cross-functional working group led by a Business Unit MD and works alongside the Business Units to collect information for our climate related disclosures and to assess the risks and opportunities which climate change might afford the Group. The ESG Working Group also aims to ensure that we have a consistent group-wide approach to assessing environmental and social issues including climate related risks.

Furthermore, the ESG Working Group also considers future strategy on managing climate related risks and disclosures particularly in light of the forthcoming implementation of the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD). When those requirements are determined, the ESG Working Group will develop appropriate targets and metrics and evolve procedures to deliver them.

The ESG Working Group reports to the Audit & Risk Committee on a regular basis. The Group is committed to maintaining high standards of corporate governance and has adopted the Quoted Companies Alliance Corporate Governance Code 2018. The Board has implemented policies in respect of governance matters which outline the Group's approach and governance arrangements in respect of particular environmental and social matters. The Board will continue to develop its governance arrangements in respect of environmental and social issues, including any changes required as a result of the requirements of TCFD.



Roger McDowell
Chairman



Gordon Banham
Chief Executive Officer

March 2022

Review date: March 2023