

## Environmental Principles Summary

Our environmental principles are fundamentally embedded within our primary strategic objective: to build a commercially and environmentally sustainable business that delivers value to all stakeholders. These broad principles are set out under the headings below.

### Emissions Reduction

We see climate change mitigation through emissions reduction as critical. We are committed to maintaining our *CarbonNeutral*<sup>®</sup> company certification and to extending our emissions measurement and reduction strategy into our broader Scope 3 value chain, particularly in respect of emissions created by the products that we sell.

### Energy

As demonstrated through our *CarbonNeutral*<sup>®</sup> company certification we aim to achieve emissions reduction through the prioritization of energy efficiency projects and renewable energy investments, supplemented with verifiable carbon-offset projects as appropriate.

### Waste

Managing waste in a responsible and compliant manner is important to us. We will work to reduce our waste and increase the amount diverted into re-use and recycling projects for both operational and in-office waste streams.

### Continuous Learning & Development

We are committed to a culture of continuous education and awareness regarding our environmental principles. This extends from the Board to our team members, supply chain partners, customers and our broader community. Against this rapidly changing backdrop we will work to stay up to date as knowledge and best practices evolve.

### Importance of our supply chain

As our work to understand, calculate and reduce our Scope 3 emissions expands, we appreciate how important our suppliers and their supply partners further downstream will become in this work. We acknowledge the crucial role they will play in supporting us and recognize the challenges they also face in their own businesses and communities.

### Product

We will use our *Better Choices*<sup>™</sup> framework to drive more responsible sourcing and sustainable material development within our product range. This will be a key tool in our value chain emissions reduction strategy as well as providing customers with an easy to navigate structure as their own interest in more sustainable products grows. We are committed to utilizing established verification programs to validate claims and to providing supporting information on materials and programs.

### Reporting & Governance

The Board is responsible for strategic oversight of the Group's climate-related risks and opportunities. The Group Environmental Committee is responsible for the development and implementation of these principles and activities at an operational level. We are committed to complying with environmental

legislation, regulations, and other widely accepted best practices. Our primary reporting disclosure framework for sharing our transition plans and risks/opportunities has been the Taskforce on Climate-Related Financial Disclosures (TCFD). Going forward, we expect to continue utilizing the framework and guidance established by TCFD under the ISSB's IFRS S1 and S2 standards.

This Environmental Principles Summary will be reviewed annually or in line with changes in the business.