

This Policy outlines SHW's key environmental commitments and provides a framework to integrate sustainability considerations into all aspects of our business operations.

SHW recognises its responsibility to conduct business in an environmentally responsible manner and to reduce the carbon emissions associated with our business operations. As part of our ongoing sustainability efforts, we are working with Planet Mark to measure our carbon emissions, engage stakeholders and transparently communicate our sustainability journey.

SHW is committed to reducing Scope 1 and 2 emissions by 2.5% annually to retain our Planet Mark Business Certification. We are also measuring some Scope 3 emissions that are easily under organisational control, including business travel, working to expand our measurement remit over time.

Planet Mark provides us with an annual report that breaks down the emissions we have measured and those we are still required to measure. Sustainability is a measurement journey, therefore we must measure our complete organisational boundary to have a full carbon footprint.

To continue to recertify with Planet Mark and to take the next steps towards net zero, we will implement the following initiatives:

- Annually measure and report our Scope 1, 2 and some core elements of Scope 3 emissions easily under organisational control
- Communicate this policy across the company and make it available to all interested parties.
- Continue to encourage cultural change via the Green Committee comprised of employees of different seniorities. Supporting accountability and sustainable practices across the organisation
- Eventually, measure all material Scope 3 emissions
- Set sustainability-related KPIs to embed proactive sustainable practices
- Work with our suppliers to upskill colleagues and explore sustainable initiatives

SHW is certificated in respect of its environmental management system, in compliance with ISO 14001:2015, and is committed to regular and continual review of the systems adopted. Our ISO 14001 registration applies to our impact upon the environment as an occupier of our offices.

- SHW will strive to protect the environment and prevent pollution.
- SHW is committed to continual improvement of the environmental management system to enhance environmental performance.

This policy's success and our broader sustainability journey cannot be achieved without a collective effort from our entire organisation. Each individual in our business plays a vital role in delivering our sustainability commitments and is integral to their success.

The senior management team at SHW will hold themselves accountable for implementing this policy by conducting regular reviews to ensure compliance and measure progress.

Signed:



Date:

NOVEMBER 2024.