

Doc Num:	GP-SHE-POL-301	Issue Date:	26-May-21	Reviewed Date:		Page:	1 of 3
----------	----------------	-------------	-----------	----------------	--	-------	--------

Scope	Sites:	Manufacturing	X	Warehouses	X	Offices	X
-------	--------	---------------	---	------------	---	---------	---

Group Environmental Policy

1. Policy

Sustainability is embedded in our 2036 Vision and strategic goals. Our ***protecting our environment*** strategic goal sets out to establish Scott Bader as ***'a strong ambassador for the transition to a sustainable planet through our responsible use of our natural resources, our stewardship of clean energy and fresh water, and our commitment to zero emissions.'*** As such we are committed to:

- reducing the impact on the planet throughout our whole supply chain
- preventing environmental incidents and sources of pollution
- the elimination of hazards (wherever reasonably practicable) and the reduction or mitigation of environmental risks
- meeting or exceeding legal requirements and any reasonable expectations of our stakeholders
- reducing energy and water consumption of our businesses
- utilising sustainable/renewable energy sources where practicable
- reducing emissions and waste associated with our activities
- reviewing our product formulations to try and reduce their environmental impact
- considering environmental & energy issues during procurement of products & services
- achieving/maintaining 'world-class' systems and performance through the continual improvement of our SHE Management System.
- consulting with our colleagues and encouraging their participation in initiatives to improve our environmental systems & performance and energy consumption & efficiency

Our overarching objectives, which are supported by annual objectives and performance targets aligned to our SHE Roadmaps. are to:

- achieve and sustain 'world-class' environmental systems and performance
- Achieve a 60% reduction in our scope 1 and 2 emissions by 2025 (compared to 2020 base data)
- Achieve net-zero carbon emissions from all our manufacturing facilities by 2028

In managing the environmental aspects and impacts of the business, we will create a culture that ensures that sound environmental and energy management is afforded the same priority as other business objectives and becomes an integral part of everything we do. Whilst every colleague has a personal responsibility to control and minimise environmental impacts in their own activities; we recognise that responsibility for the organisation of environmental and energy management issues rests with our management team. The overall responsibility for the management and implementation of environmental matters within the Company is placed on me. Responsibility then cascades through the organisation with all managers, colleagues, contractors, and agency workers having individual responsibilities for ensuring sustainable environmental practices.

To generate and maintain our culture for environmental sustainability, we will:

- demonstrate personal commitment and lead by example
- establish a comprehensive and robust SHE management system
- allocate formal responsibilities for environmental and energy management, and hold people to account in respect of these
- provide adequate budget for environmental and energy management
- appoint competent SHE resource across the company
- provide appropriate training; supported by appropriate supervision, guidance and information

Doc Num:	GP-SHE-POL-301	Issue Date:	26-May-21	Reviewed Date:		Page:	2 of 3
----------	----------------	-------------	-----------	----------------	--	-------	--------

Scope	Sites:	Manufacturing	X	Warehouses	X	Offices	X
-------	--------	---------------	---	------------	---	---------	---

- monitor, measure, audit and report on our SHE performance
- ensure that examples of best practice and learnings from incidents are shared
- work closely with external agencies, and within our industry, to ensure our continued adoption of best-practice solutions in environmental and energy management
- work with our customers to find ways of improving the end-of-life impact of products manufactured with Scott Bader products.
- Ensure, where possible, that all outsourced products are managed and produced by partners that have the same levels of environmental ethos as Scott Bader

2. Supporting Policy, Standard, Procedure and Guidance Documents

This Policy should be read in conjunction with the complimentary policies **GP-SHE-POL-001 Group SHE Policy**, **GP-SHE-POL-101 Group Process Safety Policy** and **GP-SHE-POL-201 Group Occupational Safety and Health Policy**, **GP-SHE-FWK-301 Group Environmental Roadmap**, **GP-SHE-STD-000 Group SHE Zero Harm Rules** and the relevant supporting standards, procedures and guidance listed in **GP-SHE-GUI-001 Group SHE Management System Document Register**.

3. Subsidiary Policy, Standard, Procedure and Guidance Documents

Any standalone offices (with 5 or more people), all standalone warehousing facilities and all manufacturing sites, are required to have a site-specific environmental policy that is aligned to this policy and formally endorsed by the site management lead. In addition, all such facilities are to ensure they have appropriate management systems in place that meet, or exceed, the minimum expectations set out in the Group SHE Management System documentation.

4. Communication

This Policy will be:

- brought to the attention of all colleagues, including posting on key notice boards at all sites,
- brought to the attention of visitors and contractors working on Scott Bader sites along with any other relevant SHE requirements, and,
- made available to any interested party through the Scott Bader internet site.

5. Review of Policy

This policy will be reviewed, and when necessary revised, and formally re-issued at intervals not exceeding 24 months.

6. Authorising Signatory

Kevin Matthews – CEO

26th May 2021
Date

Doc Num:	GP-SHE-POL-301	Issue Date:	26-May-21	Reviewed Date:		Page:	3 of 3
----------	----------------	-------------	-----------	----------------	--	-------	--------

Scope	Sites:	Manufacturing	X	Warehouses	X	Offices	X
-------	--------	---------------	---	------------	---	---------	---

DOCUMENT CONTROL

Issue / review date	Description of change	Author	Approved
26/05/21	First issue	David Jones – Group SHE & Sustainability Manager	Kevin Matthews – CEO