

Environmental Social Governance Policy

Statement and Purpose

Workdry International is committed to operating sustainably and to creating long-term value for our stakeholders, including employees, customers, suppliers, shareholders, and the communities we serve. We aim to achieve this by integrating Environmental, Social, and Governance (ESG) principles into every aspect of our operations.

Definition

The three pillars of ESG provide a strategic framework to mitigate risks, guide our business activities and decision making. ESG is a fundamental aspect of Workdry's identity, reflecting our commitment to contribute to a more sustainable and socially responsible future in alignment with International and National Codes and Principles.

We define the three pillars as:

- **Environmental:** We acknowledge our responsibility to minimise our environmental footprint, striving to reduce emissions, improve energy efficiency, waste management, and promote sustainable practices throughout our operations.
- **Social:** We are dedicated in fostering a positive impact on society by prioritising fair labour practices, human rights promoting diversity and inclusion, ensuring the well-being of our employees, and contributing to the communities in which we operate. We will manage and positively impact/influence relationships with Workdry International employees, customers, suppliers, and the community.
- **Governance:** Our commitment to strong governance ensures transparency, ethical decision-making, and accountability at all levels of our organization. We uphold high standards in executive compensation, board structure, and shareholder rights.

Our Commitment

Alongside our summary ESG Policy Statement this ESG Policy sets out how we intend to achieve our ESG goals as a company. Workdry International is committed to the following:

1. Environmental Stewardship

- **Climate Action:** Committing to reduce greenhouse gas (GHG) emissions across our operations and value chain. Mitigating our impact on natural ecosystems through responsible operations.
- **Energy Efficiency:** Investing in energy-efficient technologies, renewable energy, and sustainable business practices to lower energy consumption and enhance operational efficiency.
- **Resource Management:** Reducing waste, optimizing resource use, and encouraging circular economy principles in our supply chain.
- **Regulatory Compliance:** Adhering to all applicable environmental laws and regulations and going beyond compliance when possible to achieve industry-leading standards.
- **Sustainable Procurement:** We will continue to follow best practise sustainable procurement processes and take account of ESG performance. Open reporting of our own ESG performance as part of tendering will remain integral to our approach.

Environmental Social Governance Policy

2. Social Responsibility

- **Workforce Development:** Creating a diverse, inclusive, and equitable workplace where every employee is empowered to reach their full potential.
- **Workplace Culture:** Committing to provide a work environment where no-one experiences discrimination or disadvantage, free of harassment and bullying, where everyone is treated with dignity and respect in line with core values.
- **Health and Safety:** Prioritizing the health, safety, and well-being of employees, contractors, and stakeholders through rigorous safety protocols, management systems and ongoing training. We're committed to regular board level reporting of H&S information and promoting a continuous improvement culture in conjunction with the Company's existing H&S policies
- **Community Engagement:** Contributing to the communities in which we operate by supporting local initiatives, fostering economic development, and volunteering efforts.
- **Human Rights:** Upholding and respecting human rights throughout our operations and supply chain in alignment with international frameworks such as the UN Guiding Principles on Business and Human Rights.
- **Customer Impact:** Providing innovative, sustainable solutions that meet customer needs while reducing environmental and social risks.

3. Governance Excellence

- **Ethical Conduct:** Operating with integrity and maintaining the highest ethical standards in all our business activities. Robust anti-corruption and anti-harassment measures are already in place and we'll continue to educate our employees on ethical conduct.
- **Whistleblowing & Grievance:** We will continue to operate with transparency and encourage two-way conversation with our employees. We will continue to promote whistleblower and grievance mechanisms throughout the organisation.
- **Cyber Security:** Adopting appropriate mitigation measures and guidelines to prevent incident of fraud and ensure robust data protection and privacy.
- **Transparency:** Providing clear, accurate, and timely disclosures of ESG performance and engaging stakeholders with openness.
- **Risk Management:** Identifying and mitigating ESG-related risks as part of our corporate risk management framework. Integrated into appropriate board-level governance.
- **Supply Chain Standards:** We will endeavour to partner with suppliers who share our commitment to ESG principles, ensuring adherence to our Supplier Code of Conduct.
- **Working With Stakeholders:** Regular engagement with stakeholders, including customers, employees, and investors, will be maintained to understand their concerns and expectations.

Environmental Social Governance Policy

Sustainable Development Goals

We align our ESG efforts with the United Nations Sustainable Development Goals (SDGs) to contribute to global progress while ensuring the long-term success of our business. We believe our operations can contribute to the aspiration of all the SDGs either directly or indirectly but we have identified the following eight as those to which we can make the biggest contribution:



To achieve these goals, Workdry International will:

- Integrate sustainability considerations into business decision-making, from project planning to operational execution.
- Set measurable targets and track our progress annually.
- Empower our employees through training and awareness programs to embed sustainability in their roles and responsibilities.
- Invest in technologies and practices that reduce environmental impact and enhance operational resilience.
- We will continually improve our existing environmental management system to enhance our sustainability performance.

Reporting, Disclosure and Communications

ESG risks and opportunities are addressed periodically at Board meetings. The Company shall monitor and report key ESG metrics including but not limited to:

- Performance and reductions of Scope 1, Scope 2 Emissions.
- Water usage & Waste.
- Contamination to land and physical risks.
- Light, Noise and Air pollution.
- Diversity, Equality, and Inclusion.
- Child Labor within the Modern Slavery policy.
- Committee Structures.
- Freedom of association.
- Social Enterprise Partnering.

- Lobbying Activities or Political contributions.
- H&S Contractors & Community.

These metrics include personal injuries and fatalities, operational incidents, energy consumption, GHG emissions, water and waste consumption, Environmental Incidents, Gender, Disability, Ethnicity of all Employees including Senior Managers and Board Members, and other board-level or operational issues, and any other metric request by the Board. Reporting of personal injuries and operational incidents should follow the Company's established incident reporting procedures.

Environmental Social Governance Policy

ESG Reporting Matrix

The below matrix provides guidance to the Company on the approach to classification of ESG incidents. Serious incidents (i.e., level 3 or above) are reported to board members as soon as they occur and become known.

Type of Impact	Impact				
	1 = Very Low	2 = Low	3 = Medium	4 = High	5 = Very High
Financial	< £50k	£50k < £100k	£100k < £250k	£250k < £500k	> £500k
Compliance	Minor breaches by individual staff members	No fine, but some disruption to services	Fine with some disruption to services	Fine and significant disruption to services	Fine and extreme disruption to services with the potential to lead to collapse of the business
Reputational	Negative coverage in local/state/social media	Series of negative coverage in local/state/social media	Extensive negative local/state/social media coverage	Extensive negative nationwide media / widespread social media coverage	Extensive extremely negative nationwide or international media coverage / viral social media coverage
Environmental	Environmental exposure immediately contained	Environmental exposure contained with active management over a short period of time	Environmental exposure contained with active management and outside assistance over a short period of time	Significant environmental exposure contained with active management and outside assistance over an extended period of time	Critical environmental exposure with significant detrimental effects

Compliance and Reputational Reporting

At each Board meeting, a designated Company employee shall present a report on the incidence and severity of operational, compliance and reputational incidents at the company and the financial impact of such incidents. Statistics shall be presented for the current financial period and compared with the equivalent period in the prior reporting year.

Environmental Social Governance Policy

Environmental Reporting

At each Board meeting, a designated Company employee shall present a report containing statistics on a number of measures to indicate the company's impact on, or positive contribution to, its local environment.

To the extent that these statistics are not readily available, the Company shall attempt to implement the necessary processes and procedures for this information to be obtained as soon as reasonably practicable.

The environmental report should be presented in a standardised format in line with the below example.

Measure	Q1 2023	Q1 2024	YTD 2023	YTD 2024
Energy Consumption (Mwh)				
Road fuel consumed (Litres)				
GHG emissions scope 1 (KG)				
GHG emissions scope 2 (KG)				
Waste generation (Tonnes)				
Water Consumption (m ³)				

Training & Engagement

Annual ESG training is completed by those within the organisation who are responsible for and have oversight of ESG as part of their role. The Company will monitor and track the number of FTE employees who have undergone training during the year and the total annual expenditure on training for its employees.

Direction and oversight of the Environmental, Social and Governance Policy is the responsibility of the Workdry International Board which has delegated day-to-day management responsibility to the respective CEO.

This policy is communicated to all employees, contractors, and stakeholders and is made available in prominent locations, including notice boards at all sites, the company's SharePoint platform, and the public Workdry website. It will be reviewed annually to ensure it reflects our ongoing commitment to ESG and aligns with our business objectives.

Together, we are committed to maintaining the highest standards of ESG across all Workdry International businesses.

Dan Lee

CEO – Workdry International

December 2024