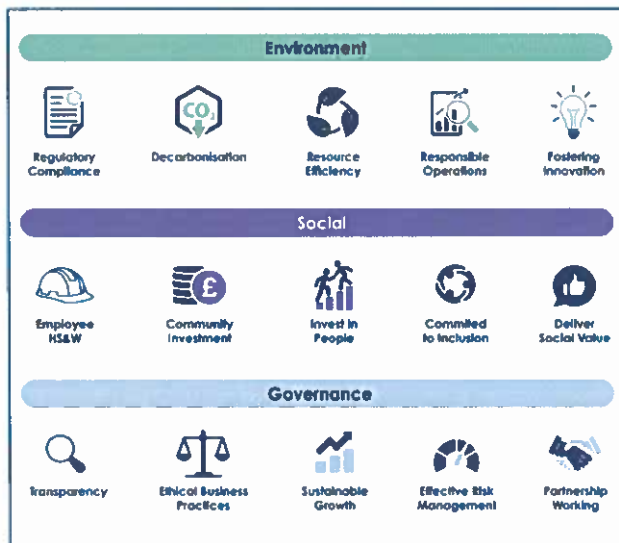


## Statement & Purpose

The Workdry Group is committed to operating sustainably and to creating long-term value for our stakeholders – our employees, customers, suppliers, shareholders and local communities we serve. We aim to achieve this by integrating Environmental, Social, and Governance (ESG) principles and Sustainable Development Goals (SDG) into every aspect of our operations and our business planning.



## ESG Definition

ESG is a fundamental aspect of Workdry's identity. It's written into our Purpose, our Mission and our Values; reflecting our commitment to contribute to a more sustainable and socially responsible future in alignment with relevant regulations.

The three pillars of ESG provide a strategic framework to mitigate risks, guide our business activities and decision making. We have gathered our ESG Commitments into one unified framework and monitor progress against it.

Through our ESG Framework, we define the three pillars as:

- **Environmental:** We acknowledge our responsibility to minimise our environmental footprint, striving to reduce carbon emissions, reduce pollution to air, water and land. We are committed to having a positive impact on nature wherever possible alongside improving energy efficiency, and waste management practices. We promote Corporate Sustainability throughout our operations.
- **Social:** We want to have 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. As well as delivering Social Value, we will manage and positively impact relationships with Workdry Group employees, customers, suppliers, and the community.
- **Governance:** Our commitment to strong governance ensures transparency, ethical decision-making, and accountability at all levels of our organisation. We uphold high standards throughout and are committed to building a governance model that reflects who we are — responsible, principled, and built for long-term success

## Our Commitment

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

### 1. Environmental

- **Regulatory Compliance:** Adhering to all applicable environmental laws and regulations and going beyond compliance, when possible, to achieve industry-leading standards.
- **Decarbonisation:** Committing to reduce greenhouse gas (GHG) emissions across our operations and value chain and achieve net zero. Mitigating our impact on natural ecosystems and the climate through responsible operations.
- **Resource Efficiency:** Reducing waste, optimising resource use, and encouraging circular economy principles in our supply chain. Handling hazardous chemicals in a responsible manner and reduce water consumption and discharge.
- **Responsible Operations:** Strive to reduce air-pollution, noise, discharge to water and contamination of land by spillage and discharge generated from our operations.
- **Fostering Innovation:** Investing in energy-efficient technologies, renewable energy, and sustainable business practices to lower our impact and enhance operational efficiency.

### 2. Social

- **Health, Safety & Wellbeing (HS&W):** Prioritising the health, safety, and well-being of employees, contractors, and stakeholders through our Home Safe initiative which is based on 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 Investment:** Providing innovative, sustainable solutions that meet customer needs while reducing environmental and social risks. Enriching the lives of the communities in which we operate with volunteering, championing corporate sustainability, supporting local charities.
- **Invest in People:** Creating a diverse, inclusive, and equitable workplace where every employee is empowered to reach their full potential. Upholding and respecting human rights throughout our operations and supply chain in alignment with international frameworks such as the United Nations Guiding Principles on Business & Human Rights and Global Compact.
- **Committed to Inclusion:** 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. We will actively promote gender pay equality and provide career progression for all.



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- **Social Value:** Measuring the wider social, economic and environmental benefits our business operations generate for society. We will encourage local employment, fostering economic development and access to Science Technology Engineering Maths (STEM) career paths.

### 3. Governance

- **Transparency:** Providing clear, accurate, and timely disclosures of ESG performance and engaging stakeholders with openness. We will continue to operate with integrity and encourage two-way conversation with our employees. We will continue to promote whistleblower and grievance mechanisms throughout the organisation.
- **Ethical Business Practices:** Operating with integrity and maintaining the highest ethical standards in all our business activities. Robust anti bribery, corruption and conflict of interest, and anti-harassment measures are already in place, and we'll continue to educate our employees on ethical conduct.
- **Sustainable Growth:** Regular engagement with stakeholders, including customers, employees, communities, investors, and authorities will be maintained to understand their concerns, expectations and interest. We will manage our financial affairs responsibly and continue to follow best practice sustainable procurement processes and take account of ESG performance.
- **Effective Risk Management:** Identifying and mitigating ESG-related risks as part of our corporate risk management framework. Integrated into appropriate board-level governance. We will ensure all material risks are monitored accurately with appropriate mitigation measures. Adopting appropriate mitigation measures and guidelines to prevent incident of fraud and ensure robust data protection and privacy.
- **Partnership Working:** We will endeavour to partner with suppliers who share our commitment to ESG, ensuring adherence to our Supplier Code of Conduct. Open reporting of our own ESG performance as part of tendering will remain integral to our approach. We support suppliers with their own ESG journeys and provide training to our in-house buying teams.

### 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. To support these efforts, we are also members of the United Nations Global Compact. 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:



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To achieve these goals, Workdry Group 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 programmes 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

Our ESG Committee oversees our ESG reporting and disclosures. It is responsible for communicating our strategy and shares regular updates through our corporate communications channels.

ESG risks and opportunities are managed in our corporate risk register which is updated annually. All risk and opportunities are reviewed regularly by our Board. The Company shall monitor and report key ESG metrics including but not limited to:

- Performance and reductions of Scope 1, 2 & 3 GHG emissions
- Water usage & Waste
- Contamination to land and physical risks
- Light, Noise and Air pollution
- Diversity, Equality, and Inclusion
- Human Rights, Child Labour within the Modern Slavery policy
- Committee Structures
- Freedom of association
- Social Enterprise Partnering
- Lobbying Activities or Political contributions
- H&S Contractors & Community



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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.

**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
<b>Financial</b>	< £50k	£50k < £100k	£100k < £250k	£250k < £500k	> £500k
<b>Compliance</b>	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
<b>Reputational</b>	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
<b>Environmental</b>	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



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## 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 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 line with our Environmental policy standards.

## 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 Group Board which has delegated day-to-day management responsibility to the 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 Group 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 Group businesses.



Dan Lee  
Group CEO  
December 2025



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