

The Workdry Group is committed to operating sustainably and to creating long-term value for our stakeholders. We aim to achieve this by integrating Environmental, Social, and Governance (ESG) principles and Sustainable Development Goals (SDG) into every aspect of our operations. Alongside our detailed ESG Policy this ESG Policy Statement summarises our ESG Commitments. This policy is available to all employees and is reviewed annually.

Our Commitments

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

- **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 and human rights, promoting diversity and inclusion, supporting the well-being of our employees, and contributing to the communities in which we operate. As well as delivering community level Social Value, we aim to positively impact relationships with employees, customers and suppliers.
- **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.

Leadership Commitment

Our Executive led ESG Committee ensures that our ESG objectives are compatible with the strategic direction and context of the organisation. Through visible leadership, clear communication, and continuous improvement, they maintain a culture where ESG performance is a core value of the business and underpins our growth strategy.

Employee Responsibilities

- Adhere to the related ESG policies.
- Play an active role in our ESG journey, in line with our core business values.
- Complete relevant ESG training and adhere to approved procedures and controls relevant to their day-to-day activities.



Dan Lee
Group CEO
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