

UK-POLO-01-SR



Sustainability/Responsible Sourcing Policy Statement

ERSIGROUP (UK) SUSTAINABILITY/RESPONSIBLE SOURCING POLICY

Sustainability/Responsible Sourcing Policy Statement

ERSIGROUP(UK) Sustainability Policy

ERSIGROUP (UK) is committed to operating in an environmentally responsible, socially just, and ethically sound manner. We recognise the interconnectedness of environmental, social, and economic factors and strive to minimise our negative impacts while contributing to sustainable development. This policy outlines our commitment to sustainable practices and our aim to create a positive and lasting impact.

1. Environmental, Health, and Safety:

- We are committed to protecting the environment by minimising our environmental footprint through initiatives such as:
 - Conducting regular environmental assessments and implementing mitigation measures.
 - Optimising resource consumption (energy, water, materials).
 - Implementing waste reduction strategies, promoting recycling, and ensuring proper waste disposal.
 - Preventing pollution and minimising harmful emissions.
- We prioritise the health and safety of our employees and stakeholders by providing a safe and healthy work environment and promoting employee well-being.

2. Legal and Compliance:

- We are committed to complying with all applicable environmental, health and safety, labor, human rights, and other relevant legislation and regulations.

3. Continuous Improvement:

- We will continuously evaluate our sustainability performance and identify areas for improvement. We will set and track measurable targets to monitor our progress and make adjustments as needed.

4. Stakeholder Engagement:

- We will actively engage with our stakeholders, including employees, suppliers, customers, communities, and other relevant parties, to understand their concerns, risks, and opportunities. We will seek to build strong relationships and collaborate to achieve shared sustainability goals.

5. Ethical Business Practices and Good Corporate Governance:

- We are committed to conducting business with integrity and transparency. We will adhere to the highest ethical standards and maintain a strong system of corporate governance.

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6. Responsible Sourcing:

- We will work with our suppliers to promote sustainable practices throughout our supply chain, including:
 - Ensuring fair labour practices and respect for human rights.
 - Promoting energy efficiency and waste reduction.
 - Prioritising the use of environmentally friendly and ethically sourced materials.
 - This Responsible Sourcing Policy will be communicated to all Tier 1 suppliers. Its scope is aligned with the material sustainability impacts covered by this scheme.

7. Contributing to a Diverse and Stable Local Economy:

- We will contribute to the economic development of the communities in which we operate by:
 - Supporting local businesses and suppliers.
 - Creating jobs and promoting skills development.
 - Engaging in community outreach programs.

A handwritten signature in black ink, appearing to read "Victor Eugui", is written over a light blue horizontal line.

ERSI Group UK Project Director: Victor Eugui

Date: 27/01/2025