

CARSON CUMBERBATCH PLC

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

1. INTRODUCTION

At Carson Cumberbatch PLC (“Group”), driving sustainable business operations is a core component of our corporate strategy. With over a century of operations and as a prominent regional holding company, we remain dedicated to creating value for diverse stakeholders with responsible business conduct at all times. By aligning with the triple bottom line approach, we consistently champion sustainability initiatives, ensuring our growth story is one of shared prosperity and environmental stewardship. In this context, we acknowledge the importance of sustainability leadership, setting long-term objectives and implementing sustainability reporting procedures.

2. PURPOSE

This policy outlines the guiding principles for embedding ESG principles across our group, shaping our daily business operations and decision-making processes.

3. OUR APPROACH TO SUSTAINABILITY

As a responsible corporate citizen, we remain committed to:

- Implementing globally recognised sustainable development goals and frameworks.
- Adhering to ESG compliances and standards and mandatory disclosure requirements.
- Regularly assessing material sustainability-related risks and opportunities across our business portfolio.
- Transparent reporting of our ESG performance to all stakeholders.

4. OUR ENVIRONMENTAL CONSIDERATIONS

Our commitment to reducing our environmental footprint includes:

- Transitioning towards renewable energy sources where feasible.
- Promoting circular economy practices to protect nature.
- Optimising resource consumption by efficient energy use and water stewardship.
- Promoting responsible sourcing where feasible.
- Promoting biodiversity and landscape conservation programmes as applicable.
- Adhering to environmental regulations and standards.

5. OUR SOCIAL CONSIDERATIONS

Our commitment to our employees and broader societal goals includes:

- Nurturing our human capital.
- Adhering to human rights principles and fair labour practices.
- Ensuring excellence through stringent quality controls and safety standards.
- Actively contributing to economic development and societal progress as a part of our social contract.

6. OUR GOVERNANCE CONSIDERATIONS

Our commitment to good governance and business integrity includes:

- Establishing effective board stewardship and clear accountability measures.
- Complying with corporate governance listing rules and other regulatory requirements as appropriate.

- Implementing Enterprise Risk Management (ERM) processes and robust internal controls.
- Establishing key policies to govern operations whilst promoting ethical business conduct.
- Driving sustainability initiatives through stakeholder engagement.

7. IMPLEMENTATION AND POLICY REVISION

The Board of Directors is responsible for implementing this policy. It must be reviewed at least once every two years and may be amended at any time with the Board of Directors' approval.
