

Polyco Healthline Ltd is committed to ensuring the operations and business practices are sustainable in order to provide an ongoing service to our customers. The sustainability policy drives our sustainability process and aligns the purpose and strategic of the company.

Section	Title	Page
1	Purpose	1
2	Scope	1
3	Policy	1 - 3
4	Responsibilities	3 - 4
5	Revision Record	Revision record

~~~~~

|   |         |   |
|---|---------|---|
| 1 | Purpose | 1 |
|---|---------|---|

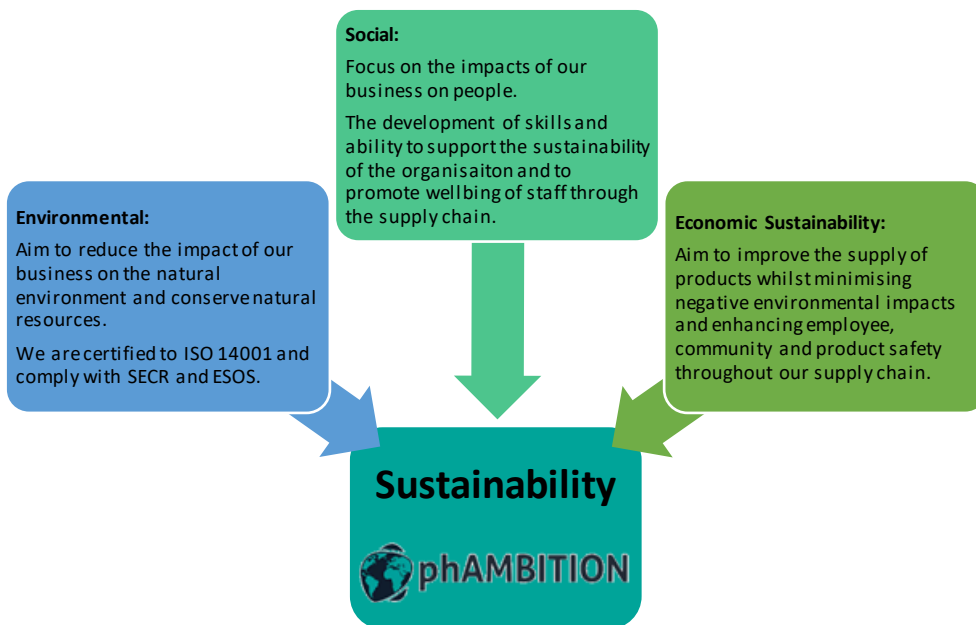
1.1 The purpose of this policy is to set out Polyco Healthline’s approach and commitment to sustainability.

|   |       |   |
|---|-------|---|
| 2 | Scope | 1 |
|---|-------|---|

2.1 This policy applies to all activities of Polyco Healthline Ltd.

|   |        |       |
|---|--------|-------|
| 3 | Policy | 1 - 3 |
|---|--------|-------|

Our Sustainability process is based on the principles below:



It is the policy of Polyco Healthline Ltd to:

- Develop, maintain and operate resources in an environmentally responsible manner.
- Make a positive and commercially realistic contribution to improve the environment.
- Ensure that the threat of pollution in any form from company activities is identified, monitored, controlled and where possible eliminated.
- Minimise the consumption of materials, fuel energy and water.
- Recycle as much as economically feasible.
- Eliminate or minimise any harmful effects of company activities upon employees, customers, neighbours and the public.
- Develop a programme of sustainability that addresses social and environmental challenges, promotes well-being for everybody and supports a healthy, thriving world.

To deliver on this policy Polyco Healthline Ltd has launched its sustainability program phAmbition.



The program is based on the UN's 17 sustainable development goals and will build upon our successes and set targets to work towards a sustainable future.

Sustainable sourcing is a cornerstone of this program, and we will be working closely with our supply chain to support responsible sourcing of products.

Polyco Healthline has a dedicated team working on our PH Ambition programme, which is based on the goals below:

- Reduce:** We pledge to monitor and work towards continually reducing our carbon footprint by reducing or offsetting greenhouse gas emissions produced by company activities, with the aim to reach Net Zero by 2050.
- Rethink:** We pledge to encourage wellbeing, support economic independence and inspire individual development in our employees and the wider community.
- Research:** We pledge to reduce waste to landfill' aiming to offer alternative solutions for our products where possible by 2030.
- Recycle:** We pledge to eliminate unnecessary plastic and incorporate recycled or recyclable packaging materials across our product range.
- Restore:** We pledge to restore and protect vulnerable natural habitats in partnership with conservation and wildlife charities, through actions such as charitable donations, sponsorships, collaborations and staff involvement in local environmental initiatives.

As part of the phAmbition program and our sustainability commitment and objectives, we have implemented the following practical steps:

- Load vehicles to the maximum permitted by weight/volume as much as possible by, for example, flexible scheduling, load consolidation and back-loading where this is compatible with the service requirements of customers.
- Minimise the use of lighting, heating, paper and other material consistent with the comfort of employees and requirements of the business.
- Regularly review business costs and environmental performance.
- As far as possible arrange for the reuse and/or recycling of office waste, including paper, plastic, card, computer supplies and redundant equipment.
- Restoring and protecting vulnerable natural habitats, with a special focus on our oceans. We believe that safeguarding our environment is not just a responsibility, but a collective mission that requires collaboration and dedication (phAmbition).
- UN's 17 sustainable goals The Sustainable Development Goals are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate change, environmental degradation, peace and justice.
- Work with Enistic and Plato, an energy management company that facilitates the measurement, reporting and reduction of an organization's carbon emissions through the use of their Plato carbon management platform.

Polyco Healthline is compliant with Streamlined Energy and Carbon Reporting (SECR), Energy Savings Opportunities Scheme (ESOS), and is collating its scope 1, scope 2 and relevant scope 3 emissions, to become compliant with PPN06/21. The company also has a published Carbon reduction plan in place, with the aim to reach NetZero by 2050.

|   |                  |       |
|---|------------------|-------|
| 4 | Responsibilities | 3 - 4 |
|---|------------------|-------|

#### 4.1 **Board**

The Executive Directors and Board provide support and strategic direction for the company's sustainability management system and strategy.

#### 4.2 **Departmental Managers**

Departmental managers are responsible for ensuring:

- Staff understand the process and policies in each of their departments
- That any environmental management training (including induction and policy training) is recorded on the company Papaya platform.
- Educating and working with staff and contractors to minimize energy consumption.

#### 4.3 **Category Management Department**

The Category Management department is responsible for:

- The company's sustainability and phAmbition program.
- Promotion of phAmbition with stakeholders.

#### 4.4 **Technical Department**

The technical department is responsible for:

- Management representative and management review
- Management of the company compliance register
- Collation of energy data from the business through working with all departments.
- Uploading of energy to the Plato software platform.
- Data analysis and reporting of the company performance.
- Tracking and follow up of objective progress and management review actions.

#### 4.5 **Employees**

Employees are required to comply with the company's policies and procedures as set out in their employment contract, handbook, and training plans.

Sustainability consideration and the efficient use of energy is the responsibility of every member of staff.

**Approval Signature:**



**Approval Name:**

Jack Prichard

**Position:**

Chief Executive Officer