

## Sustainability Policy

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### Purpose

Wedge Group Galvanizing Ltd is dedicated to fostering environmental stewardship, social responsibility, and economic viability. This sustainability policy outlines our principles, goals, and actions aimed at minimizing our environmental impact and contributing positively to society.

### Principles

#### 1. Environmental Responsibility:

- We are committed to reducing our ecological footprint by minimizing resource consumption, waste generation, and pollution.
- Sustainable practices will be promoted in our operations, supply chain, and process development.

#### 2. Social Equity:

- We value diversity, inclusion, and fair treatment of all employees, customers, and stakeholders.
- We actively support community development and social well-being.

#### 3. Economic Resilience:

- We aim for long-term financial stability, considering the impact of our decisions on people and the planet.
- Continuing investments in sustainable technologies and practices will enhance our efficiency and competitiveness.

### Goals

#### 1. Energy and Emissions:

- Reduce energy consumption and transition to renewable energy sources wherever workable and technical solutions support this.
- Establish emission reduction targets aligned with global climate goals.

#### 2. Waste Management:

- Minimize waste through recycling, reuse, and responsible disposal.
- Promote circular economy practices within our operations.

#### 3. Supply Chain Sustainability:

- Collaborate with key suppliers to promote ethical sourcing, fair labour practices, and environmental compliance.
- Recognise partnerships with key suppliers demonstrating strong sustainability credentials.

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### 4. Employee Well-being:

- Ensure a safe, inclusive, and healthy work environment for all employees.
- Support well-being programs that enhance employee satisfaction and engagement.

### 5. Community Engagement:

- Openly engage with all relevant stakeholders to address social and environmental challenges.
- Support community initiatives and encourage employee volunteer efforts.

## Implementation

### 1. Leadership Commitment:

- Our leadership team will champion sustainability initiatives and integrate them into strategic planning.

### 2. Employee Awareness:

- We will regularly communicate with employees about sustainability practices and their roles in achieving our goals.

### 3. Metrics and Reporting:

- Key performance indicators (KPIs) will be established to track progress toward our sustainability goals, aligned with the United Nations Sustainable Development Goals (SDGs).
- We will publish annual sustainability reports to ensure transparency and accountability.

### 4. Continuous Improvement:

- Our sustainability practices will be regularly reviewed and updated based on new information, best practices, and stakeholder feedback.



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