

ESG POLICY

Aquaspersions Ltd. (UK) is committed to operating in an ethical and socially responsible manner. We strive to improve our impact on employees, the wider community, and the environment.

Aquaspersions are committed to applying processes for continual improvement of our environmental, social and governance performance with the aim to go **beyond compliance**.

We will strive to incorporate ESG into our integrated management system by including ESG topics and performance in regular management reviews, KPI's and day-to-day business operations.

Our relationship with suppliers and third parties is critical for sustainable business growth. Our Supplier Business Code of Conduct complements this ESG policy by ensuring that the environmental performance of our suppliers is considered in our decision making.

Aquaspersions shall ensure that this policy continues to be appropriate to the purpose and context of the organisation by reviewing this policy at least annually and update and revise when appropriate change occurs.

Our overarching commitment is to **achieve Net Zero by 2050**. We will develop a Carbon Reduction Roadmap to achieve our target of Net Zero. We aim to achieve this by setting formal SBTi-aligned GHG emissions reduction targets in 2025. Key measures to achieve this include monitoring and reporting on energy use, identifying where savings can be made, increasing the overall efficiency of our operations and use of renewable energy.

Our 2025 ESG objectives are as follows:

1. Environmental - Reducing Energy Use

We aim to minimise energy use throughout our operations. To achieve this, we will develop an Energy Management System and improve the energy efficiency of our production processes. Development of our production processes will consider energy efficiency as a key element in the decision-making process.

We are committed to reducing our energy consumption rate by 5% based on 2024 consumption levels and will begin to implement a management system which meets the requirements of ISO50001.

2. Environmental - Emissions/GHG

We are committed to reducing our overall environmental impact and greenhouse gas emissions. To do this we will continue to understand our Scope 1, 2 and 3 emissions and set SBTi's aligned GHG reduction targets to meet our Carbon Net Zero target of 2050.

3. Environmental - Reducing water use and effluent waste

We are committed to reducing the amount of water we use. In 2025 we continue to identify opportunities to reduce the amount of water used for non-product-based activities and implement actions to reduce our water efficiency rate by 5% based on the 2024 rate.

In addition, we aim to reduce our effluent efficiency rate by 5%, based on the 2024 rate, by changing our processes and engaging with our staff.

4. Social – Workplace Transport

We are committed reducing the level of risk posed by workplace transport within our factory. Considering learnings from incidents in 2024 and the risks identified by the workplace transport risk assessment, we will introduce controls with the aim of significantly reducing the level of risk present.

5. Social - Spills, Slips, Trips and Falls

We are committed to reducing the risk posed by spills and other slips, trips and falls risks. Considering the findings from slips, trips and falls incidents which occurred in 2024, we will eliminate the use of pressure washers and hoses for cleaning the floor, address the causes of spills and leaks and review our spills process.

6. Social - Exposure to Chemicals

We aim to improve controls and behaviours to reduce the level of exposure to the chemicals handled by our operators, whilst improving awareness of the hazards that they pose.

7. Social - Manual Handling

We are committed to reducing the risk of musculoskeletal injury to our team by introducing a revised manual handling risk assessment process, addressing the risks identified and delivering manual handling training.

8. Social - Behavioural Safety

We aim to improve staff engagement whilst improving safety standards through the introduction of an observation reporting process followed by the introduction of behavioural safety observations.

9. Social - Incident Management and Emergency Planning

We are committed to improving how we manage incidents and emergencies. We will introduce and test a robust incident management process which defines roles and responsibilities during emergency incidents.

10. Social - Equality, Diversity, and Inclusion*

Aquaspersions fosters a culture of equality, diversity and inclusion with a working environment based on dignity, trust, and mutual respect, free from discrimination, harassment and bullying. We will record and report gender, age, disability and ethnicity statistics. We will continue to offer work opportunities for people with a wide range of different skills and experiences.

11. Social - Employee Surveys

Staff input is critical to understand where improvements can be made across the business. We will carry out an annual employee survey that assists in further understanding our workforce. We aim for a response rate of 75% and for 70% of employees to recommend Aquaspersions as a good place to work.

12. Social - Community Engagement

We will explore opportunities to further improve community engagement and support local charities and schools.

13. Social - Training and Awareness

We are committed to raising awareness of ESG topics within the company. We will strive to include ESG performance in regular communications and improve awareness amongst our workforce. Subjects such as anti-bribery and data protection will be cornerstones of our business training structures.

14. Governance – Business Code of Conduct

In 2025 we will review and develop the coverage of our Business Code of Conduct and communicate this with our suppliers.

15. Governance - Sustainable Procurement Policy

In 2025 we will develop and implement a Sustainable Procurement Policy, set objectives and monitor performance against those which will add further value to our integrated management system.

16. Governance - Cyber Security and Data Protection

Aquaspersions (UK) complies with all applicable data privacy laws and regulations including GDPR. In 2025 we will continue to build our knowledge within this subject and scope the external validation and certification of our controls.

17. Governance - Anti-Bribery and Corruption

It is the policy of Aquaspersions to conduct all our business in an honest and ethical manner. We will review our Anti-Bribery and Corruption Policy and ensure the policy is fit for purpose, is issued to all new starters as part of the induction programme and deliver refresher training.

24/04/2025

David Johnson
CEO

24/04/2025

Steve Mackenzie
Group Production Director

24/04/2025

Lucy Clarke
HR Director