

Commitment to Sustainability Policy

Hermes Group of Companies

At Hermes Group of Companies, we recognise our responsibility to operate in a manner that safeguards the environment, supports local communities, and ensures long-term business viability. Our commitment to sustainability is embedded in our core values and guides our strategic decisions, daily operations, and stakeholder engagement.

Policy Statement

Hermes Group is dedicated to integrating sustainable practices across all areas of our business. We strive to minimise our environmental footprint, promote ethical sourcing, and foster a culture of continuous improvement in sustainability. Our approach is holistic, encompassing environmental, social, and economic dimensions to create lasting value for our employees, customers, partners, and society at large.

Objectives

- Reduce resource consumption and waste generation through efficient operational practices and innovation.
- Actively seek and implement renewable energy solutions to decrease reliance on non-renewable resources.
- Ensure compliance with all relevant environmental legislation, standards, and best practices.
- Promote diversity, equity, and inclusion within our workforce and supply chain.
- Engage stakeholders transparently regarding sustainability initiatives and performance.
- Support community development through responsible corporate citizenship and local partnerships.

Implementation

To achieve our sustainability objectives, Hermes Group will:

- Set measurable targets for energy use, water conservation, waste reduction, and emissions.
- Regularly review and update our sustainability strategies to reflect evolving best practices and stakeholder expectations.
- Provide ongoing training and resources to employees to empower sustainable decision-making.
- Collaborate with suppliers and partners to enhance sustainability throughout our value chain.
- Monitor and publicly report on our progress towards sustainability goals.

Governance

management are accountable for upholding this policy and ensuring its effective implementation. All employees, contractors, and business partners are expected to comply with the principles outlined herein and contribute to our sustainability efforts.



Review and Continuous Improvement

This policy will be reviewed annually and updated as necessary to ensure continued relevance and effectiveness. Feedback from stakeholders will be actively sought and incorporated into future revisions.

By adhering to this Commitment to Sustainability Policy, Hermes Group of Companies reaffirms its dedication to responsible business practices that benefit the environment, society, and future generations.

Jay Hall

A handwritten signature in black ink, appearing to be "Jay Hall", written over a light blue horizontal line.

Director
Hermes Group