



## Sustainability Policy

Fosroc recognises the significance of sustainability in creating long-term value for our stakeholders, minimising our impact on the environment, and contributing positively to society. We are wholly committed to operating responsibly and this policy outlines the principles that guide our operations and decision-making processes to ensure we are continuously improving. We will do this by:

### **Environmental Stewardship:**

- Striving to minimise our environmental footprint by promoting resource efficiency, reducing greenhouse gas emissions, and conserving energy and water.
- Developing and implementing sustainable practices across our value chain, including product design, sourcing, manufacturing, and transportation.
- Complying with applicable environmental laws, regulations, and standards, and continuously seeking ways to improve our environmental performance.

### **Social Responsibility:**

- Committing to maintaining a safe and healthy workplace that respects the rights and dignity of our employees, contractors, and stakeholders.
- Fostering diversity, equal opportunity, and fair employment practices, promoting a work environment free from discrimination, harassment, and child labour.
- Supporting the communities in which we operate through initiatives that promote education, health, and social well-being.

### **Supply Chain Management:**

- Working closely with our suppliers to promote responsible sourcing practices, including ethical labour practices and sustainable sourcing of raw materials.
- Encouraging suppliers to align with our principles and promoting the adoption of sustainable practices throughout the supply chain.

### **Good Governance:**

- Upholding the highest standards of integrity, transparency, and ethical conduct in all our business activities.
- Establishing strong governance structures, including effective risk management and internal controls, to ensure accountability and sound decision-making.
- Engaging with our stakeholders and actively seeking their input to enhance our governance practices and foster trust.

### **Reporting and Accountability:**

- Regularly measuring, monitoring, and reporting on our ESG performance to demonstrate our commitment and progress towards our goals.
- Complying with relevant ESG reporting frameworks and industry standards and seek external verification of our sustainability performance when appropriate.

A handwritten signature in blue ink, appearing to read "Rob Bonnici".

Rob Bonnici

**Chief Executive Officer**

01 Jan 2024