

## Environmental and Sustainability Policy

The Armitt Group recognises its responsibility to protect the environment and to operate sustainably, going beyond minimum regulatory and legal requirements. As a family-owned business built on long-standing values of responsibility, integrity, and care for the communities we serve, we are committed to managing the environmental impacts of our operations in a responsible and proactive manner.

This policy outlines our approach to environmental stewardship and sustainable business practice across all areas of logistics, shipping, and warehousing. Environmental performance is an integral part of our business strategy, supported by the adoption of the best available equipment at the most affordable and practical level.

### Responsibility

The Company Directors are responsible for ensuring this policy is effectively implemented. However, all employees share responsibility for meeting the aims and objectives set out in this policy and for incorporating sustainable practices into their day-to-day activities.

### Our Commitment

We are committed to:

- Minimising our environmental footprint through responsible resource management and continuous improvement.
- Complying with all applicable environmental legislation, regulations, and industry standards.
- Embedding sustainability considerations into all decision-making, operational practices, and long-term planning.
- Promoting a culture of environmental awareness among employees, partners, and customers.
- Supporting the long-term sustainability of our industry and the communities in which we operate.

### Key Environmental Objectives

#### 1. Reducing Carbon Emissions

- Optimising route planning, scheduling, and load efficiency to reduce fuel usage.
- Maintaining our fleet to the highest standards to ensure efficient performance and reduced emissions.
- Exploring low-emission, hybrid, and alternative-fuel vehicles as part of our fleet development strategy.

#### 2. Energy Efficiency

- Installing and maintaining energy-efficient lighting, heating, and cooling systems.
- Monitoring energy usage and identifying opportunities for reduction.
- Promoting responsible energy use among staff through training and internal awareness campaigns.
- Reduce energy consumption across all operations.
- Switch off lights and electrical equipment when not in use.



### 3. Waste Reduction & Recycling

- Minimising waste generated across all operational activities.
- Maximising the recycling of packaging materials, pallets, office waste, and other recyclable items.
- Working with suppliers to source sustainable materials and reduce reliance on single-use plastics.
- Minimise the use of paper wherever possible.
- Use only licensed and appropriate waste-management providers, giving preference to organisations that maximise recycling.

### 4. Sustainable Procurement

- Prioritising suppliers who demonstrate strong environmental performance.
- Considering the full lifecycle impacts of products, equipment, and consumables.
- Encouraging sustainable sourcing across the supply chain.
- Consider energy efficiency and environmental impact when purchasing new products.
- Prioritise environmentally friendly products and materials.

### 5. Pollution Prevention

- Ensuring the safe handling, storage, and disposal of fuels, oils, chemicals, and other hazardous materials.
- Maintaining spill-prevention controls and emergency response procedures.
- Reducing noise, dust, and other nuisances that may affect local communities.
- Optimise vehicle utilisation to reduce unnecessary journeys.

### 6. Employee Engagement & Training

We believe that sustainability is a shared responsibility. We will:

- Provide training to ensure employees understand their environmental responsibilities.
- Encourage staff to contribute ideas to improve environmental performance.
- Promote a workplace culture that values sustainability, innovation, and continuous improvement.

### 7. Working with Customers & Partners

We aim to collaborate with customers, suppliers, and industry partners to:

- Develop efficient, low-impact, and sustainable logistics solutions.
- Share best practice and support joint environmental initiatives.
- Promote transparency and accountability throughout the supply chain.

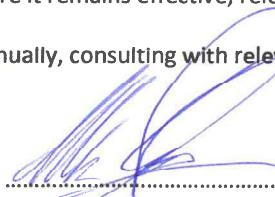
### 8. Monitoring, Reporting & Continuous Improvement

We will:

- Regularly review our environmental performance and set measurable improvement targets.
- Monitor progress through internal audits, key performance indicators, and management reviews.
- Review this policy annually to ensure it remains effective, relevant, and aligned with our business values.

We will review this Policy at least annually, consulting with relevant stakeholders where necessary.

Allan Seedhouse  
Managing Director



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