

# JOLODA HYDRAROLL GROUP

Limited to: Joloda Hydraroll Limited, Joloda  
Conveyor Services (JCS), Joloda BV and Joloda LAI

## Environmental, Social and Governance Policy

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## Introduction

At Joloda Hydraroll Group, we are dedicated to conducting our business in a sustainable and responsible manner. We recognise that Environmental, Social, and Governance (ESG) factors play a vital role in creating long-term value for our stakeholders, including shareholders, employees, customers, and communities. Our ESG policy serves as a guide to ensure that we integrate these factors into our decision-making processes and operations.

As a global leader in the material handling industry, we understand the importance of environmental stewardship. We are committed to minimising our environmental impact through efficient resource management, waste reduction, and pollution prevention. By complying with all relevant environmental regulations and continuously seeking opportunities to improve our practices, we aim to contribute to a healthier planet for future generations.

Social responsibility is a fundamental aspect of our corporate identity. We prioritise the health and safety of our employees, contractors, and visitors, striving to maintain a safe work environment that fosters employee well-being. We promote diversity, inclusion, and equal opportunities for our employees and engage with local communities to understand their needs and support their development.

Good corporate governance is the cornerstone of our business operations. We are committed to conducting our affairs with integrity, honesty, and transparency. Our board of directors provides independent oversight, ensuring that our ESG goals are aligned with our long-term business strategy. We actively engage with our stakeholders, valuing their perspectives and incorporating their feedback into our decision-making processes. Through transparent reporting, we aim to be accountable for our actions and promote trust among our stakeholders.

By adopting this ESG policy, we reaffirm our commitment to sustainable and responsible business practices. We recognise that our actions today have far-reaching implications for the future. Therefore, we will continuously monitor our ESG performance, set ambitious goals, and implement initiatives that drive positive change. We believe that integrating ESG considerations into our daily operations will enhance our reputation, build resilience, and contribute to the well-being of our stakeholders and the communities in which we operate.

## Environmental

### Overview:

We aim to embed environmental stewardship in everything we do. We believe we have a responsibility to minimize the energy, carbon, water, and waste impacts of our business and recognise that these impacts occur not just in the daily operations but also through our entire supply chain. As a result, we strive to reduce environmental impacts across the full life cycle of our products and services.

### Statement on Climate Change:

We are committed to driving down our energy and carbon impacts, as we believe that climate change is one of the greatest risks to our world. Our sustainability program is committed to environmentally sustainable initiatives that deliver near-term efficiency, value, and health for our business and community. We have committed to working with an external partner to verify our energy data, procure 100% renewable electricity where available and zero waste to landfill at our UK sites, where possible.

### Investing in Sustainability:

We have a long-term environmental performance target that addresses energy usage, water consumption and CO<sub>2</sub> via our fleet. To achieve our targets our energy usage will be monitored by third party consultants with the results reviewed by our ESG committee. Our energy consumption initiatives include good stewardship, energy retrofits and equipment upgrades. Our water consumption initiatives include water-efficient fixtures reducing the possibility of wasted water. Our CO<sub>2</sub> emissions will be a key consideration in new vehicle purchases and vehicle replacement decisions. We report environmental performance on a regular basis as part of (SECR) Streamline Energy and Carbon Reporting and this is embedded within our directors' report.

## Social

### Overview:

A deep commitment to social responsibility is core to who we are as a company. We believe people are at the heart of our business and take pride in our outstanding work culture. We strive to be an optimal employer to our workforce as well as a valued partner to our communities.

**Compensation and Benefits:** We know that the first step in hiring and retaining the best talent is to create safe and inspiring workplaces where people feel valued. We offer competitive compensation and benefits to all Permanent employees, including but not limited to a wellbeing plan with counselling and finance awareness, free on-site parking, company pension scheme, cycle to work scheme, career progression and diversification, offering fulfilment and long-term stable employment with full training opportunities provided.

**Culture, Engagement and Growth:**

We create fun, spirited work environments that reward innovation and collaboration at all levels. Every new employee is given an in depth company induction with key details on the core values of the business. Leaders are encouraged to demonstrate an “open door policy” and employees can provide feedback through their annual performance reviews. We hold periodic employee appreciation events such as an annual Christmas party and world conference. We also aim to foster both personal and professional growth for employees at all levels of the organisation through annual performance reviews, role-specific training, and professional development opportunities.

**Health and Safety:**

The health and safety of our employees is of the utmost importance to us. We adhere to all applicable laws and regulations and follow all relevant leading health and safety standards. To this aim we will operate at a level that meets national and international standards and achieve recognised certification to accreditation bodies such as SafeContractor. All our employees are required to complete mandatory safety training as part of their induction and ongoing safety training is provided where required.

**Diversity and Inclusion:**

We embrace and value diversity in all its forms, whether gender, age, ethnicity, or cultural background. Equal opportunity is integral to our recruitment process, as we aim to develop a community of diverse talent. We seek to maintain a positive workplace, free from discrimination and harassment. We champion pay equality and mutual respect, promoting an environment of fairness. Our commitment to diversity and inclusion applies to the highest levels of the organisation, including at the board level, where we recognise that diversity strengthens board performance and promotes long-term shareholder value.

**Strengthening our Communities:**

We provide meaningful support to the communities in which we operate. We Engage in a community projects as selected through our employees and approved by the board of directors.

## Governance

### Overview:

We view good governance as essential to creating and preserving value for our shareholders, external independent board members and other stakeholders. This includes a sound approach to corporate governance that complies with all applicable laws, rules, regulations, and policies as well as unwavering adherence to our values.

### Holding Ourselves Accountable:

#### Corporate Governance:

We have an effective and highly skilled Board of Directors with employees' forums in place covering aspects such as: Health and Safety, Environmental, ESG and Works Council. We promote board independence and embrace board diversity in all its facets, including skills, experience, ethnicity, and race. Our key principles and rules help our Board of Directors exercise its responsibilities and serve the interests of the company and its stakeholders.

### Transparency:

We believe in holding ourselves accountable to our ESG commitments. We publish information about our ESG performance on a regular basis via our website and our annual ESG Report.

### Doing what's Right

#### Ethics:

Our directors and all employees, including senior management, conduct themselves in accordance with the highest moral and ethical standards, informed by a robust Code of Conduct and Responsibilities. We are committed to ensuring a fair workplace for our employees as well as partners with whom we do business. We have strict policies to protect against unlawful discrimination and harassment. We have an Open-Door Policy to encourage honest and direct communication to resolve issues and concerns in an expeditious manner. We also have a whistleblowing policy available to all without fear of reprisal or disciplinary action, providing all employees the method of reporting suspected compliance violations, unlawful or unethical behaviour, or fraud.