

Group Policy on Environmental Social and Governance (ESG)

Approved by Board 24 November 2022

Policy Statement

Environmental, Social and Governance issues are fundamental to the long-term success of The Pebble Group.

Our aim is to integrate ESG into our organisations activities to drive the decisions and behaviour of the Group in the context of our social responsibility, across areas such as ethics, the environment, diversity, human rights, integrity, supply chain, climate change, accountability, sustainability, values, community and transparency.

Our commitment is to think long term and act responsibly through effective governance, minimising our environmental and social impact. Our intention is to be transparent in our approach, in our commitments and how we measure and deliver against those commitments in terms of clear targets and aspirations. We will communicate at least annually on our progress against our commitments and targets.

This Policy outlines our Group ESG approach and commitments, focussed on four cornerstones which underpin our bespoke ESG framework and are linked to the topics that are material within our business and are of the greatest importance to our stakeholders.

Our Commitments

1. The Environment and our communities

- Seek opportunities to reduce our impact on the local environment and reduce our energy, carbon and waste footprint in our operations and across our supply chain
- Integrate environmental and energy management throughout our group activities and set objectives to ensure continual improvement
- Ensure effective engagement with all of the Group’s stakeholders on environmental and social issues
- Establish processes that promote and support a preference for environmentally sustainable products
- Encourage team members to volunteer their time and skills to support local initiatives

2. Diversity, Health, Wellbeing and Engagement

- Foster a culture of inclusion and diversity for all team members
- Ensure effective engagement with all the Group’s stakeholders on diversity, equity and inclusion and with employees on health, wellbeing and engagement issues
- Ensure fair treatment, equal opportunities and fair compensation for all our team members
- Promote health and wellbeing through employee support programs

3. Board Independence, Ethics and Leadership

- The Board aim to act with integrity and manage in a responsible, transparent and inclusive manner, leading by example and promoting the desired culture
- Encourage a culture where any matters of concern are raised by our team members

Document Title	Group Environmental, social and governance policy					
Document Ref:	TPG08	Version No:	2.0			
Last Review Date	24/11/2022	Next Review Date	24/11/2023			

- Deliver business growth and meet the expectations of our stakeholders
- Promote the long-term sustainable success of the Group

4. Responsible Business Practices

- Ensuring that necessary resources are in place for the Group to meet its objectives and measure performance against them
- Comply with all laws and regulations within the markets we operate
- Uphold and implement a framework of prudent and effective controls with appropriate policies across the Group to enable risks to be assessed and managed, and to ensure that we are acting responsibly at all times
- Respect the human rights of all individuals across our Group and our supply chains.
- Supply quality products and services to our clients that meet all safety and regulatory compliance obligations.
- Protect the data and privacy of all our stakeholders from improper use or attack.

Monitoring and review

The development and implementation of this Policy is the responsibility of the Senior ESG officer. This Policy will be reviewed for suitability and approved on an annual basis.

Document Title	Group Environmental, social and governance policy					
Document Ref:	TPG08	Version No:	2.0			
Last Review Date	24/11/2022	Next Review Date	24/11/2023			