
ENVIRONMENTAL POLICY



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ENVIRONMENTAL POLICY

1. INTRODUCTION

- 1.1 Melrose Industries PLC and its business units (“**Melrose**”, “**Company**”, “**Group**” or “**we**”) is committed to improving its businesses for the good of shareholders, the environment and other stakeholders.
- 1.2 The purpose of this policy is to demonstrate our commitment towards driving sustainable production methods and infrastructure, and minimising the potential negative impact that our businesses may have on the environment over the longer term.
- 1.3 This policy is in accordance with approval of the board of directors of Melrose Industries PLC.
- 1.4 Each business unit within the Company is expected to establish a “culture” of compliance with this policy. The executive team of each business unit must take direct responsibility for ensuring effective transmission of this policy throughout their business unit, together with relevant guidance and training, and appropriate safeguards, monitoring, and resources, in order to ensure compliance with this policy.
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2. WHO IS COVERED BY THIS POLICY?

- 2.1 This policy applies to all individuals working at all levels, including senior managers, officers, directors, employees (whether permanent, fixed-term, or temporary), contractors, trainees, casual workers/agency staff, volunteers, or any other person working for the Group throughout the world (collectively referred to as “**Group Associates**” for the purposes of this policy).
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3. POLICY STATEMENT

- 3.1 At Melrose one of our four overarching sustainability principles is our commitment to respect and protect the environment. We encourage and support our business units to deliver on their commercial and environmental goals and help to find effective solutions to assist them in protecting the environment.
- We strive for continuous improvement through setting targets, monitoring performance and alignment with our future corporate strategies.
- 3.2 We are committed to ensuring that strong environmental governance is at the centre of the highest level of our businesses’ executive decision-making, where it can have the most impact. In line with our decentralised model, our businesses are charged with identifying, monitoring and managing the environmental risks that affect their operating and market environments. Each business has frameworks in place for identifying principal risks and opportunities appropriate to that business.
- 3.3 Climate Change and Emissions
- The Group recognises the serious threat posed by climate change and the urgent need for meaningful action. We are committed to addressing climate change and to reducing greenhouse gas emissions in the Group to net zero by 2050, in order to achieve the goals of the Paris Agreement. We invest in and encourage our businesses to improve their operations and market offerings to minimise their impact on climate change and make them less vulnerable to climate-related risks, while safeguarding their long-term commercial success.

The executive management team of each business regularly review any significant climate-related issues, risks and opportunities related to the business. These reviews consider the level of climate-related risk that the business is prepared to take in pursuit of its business strategy and the effectiveness of management controls in place to mitigate climate-related risk. Any identified risks are discussed with the Melrose senior management team and escalated to the Board where necessary.

3.4 Water

We are committed to reducing our water consumption.

3.5 Energy

We are committed to reducing our energy consumption, for example through more efficient use of electricity and fuel, and increasing sourcing from renewable sources.

3.6 Waste

We are committed to reducing the amount of waste generated and to divert waste from landfill. Key recycling initiatives in place include a cardboard recycling programme, and a paper recycling programme.

3.7 Biodiversity

By minimising the impact of our activities on the environment we commit to protect biodiversity wherever we operate.

3.8 Product Responsibility

We are committed to making continuous, long-term improvements to mitigate the impact that we and our businesses' products have on the environment. We will continue to work closely with customers to deliver solutions that address environmental challenges, by developing products that optimise energy efficiency, and help customers reduce their GHG emissions, water consumption and waste generation.

We encourage our businesses to assess the impact of their products on the environment in terms of material usage, waste, energy usage and CO2 emissions throughout the product life cycle where possible / practicable. By incorporating circular economy principles in their design and manufacturing processes, our businesses can reduce their environmental impact and deliver products to their end markets with increased durability and longevity and reduced waste.

3.9 Environmental Management System

With Melrose support, each business invests in and implements appropriate systems and processes to manage their impact on the environment, and continually reviews these in line with evolving best practices. The Group is continuing to implement ISO 14001 accreditation across our businesses.

3.10 Responsible Sourcing

We are committed to ensuring that our businesses source raw materials and manufacture products in a responsible, ethical and sustainable manner. This applies to our businesses' global supply chains and our businesses work with their suppliers to ensure that they conduct business in a manner that embraces sustainability and reduces environmental impact.

We require our businesses to have strict procedures in place, in respect of sourcing products or raw materials containing 3TG minerals, as set out in the Group Conflict Minerals Policy, which is available on our website.

We will as a minimum comply with all relevant environmental legislation and

regulatory requirements in the regions we operate and where possible/practicable adhere to voluntary standards where appropriate.

3.11 Monitoring and Reporting

We are committed to continuously monitoring, measuring, evaluating and improving the environmental performance of the Group's operations. We will continue to consult with stakeholders on environmental issues and ensure that all employees and suppliers are aware of the Group's environmental principles and support these commitments in their work. We will report regularly on environmental issues when they arise.

**4. RESPONSIBILITY
FOR THE SUCCESS
OF THIS POLICY**

- 4.1 This policy forms part of our Group compliance policies, which come under the overall responsibility of the board of directors of Melrose Industries PLC.
- 4.2 The executive team of each business unit must take direct responsibility for ensuring effective transmission of this policy throughout their business unit, and managers have a specific responsibility to facilitate the operation of this policy.
- 4.3 All staff should be aware of and are responsible for the success of this policy and should ensure that they take steps to support it.
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