



## Genuit Group Energy Management and Conservation Policy

The Genuit Group is committed to a policy of responsible use of natural resources. It is our intent that we minimise the lasting impact of our operations on the environment, monitor and aim to reduce Greenhouse Gas emissions, and that we take account of sustainability in our product design and applications.

An integral part of this commitment is the effective and efficient management of energy and the Group will endeavour to balance the delivery of sustainable improvement in business performance and operating results with the requirement to manage and reduce energy consumption.

The Group shall, by the best practical means, endeavour to:

- Obtain maximum benefit from lighting, heating and production energy whilst minimising overall waste and cost.
- When plant or equipment is replaced, give preference to the most energy efficient type available where this can be demonstrated to be economically viable.
- Reduce the overall use of energy and water to the lowest practicable level.
- Increase the use of renewable over non-renewable sources of electricity in line with Groups science-based target of achieving 100% renewable sourced electricity by 2027.
- Maintain, repair, modify or construct company buildings to optimise the health and comfort levels of staff, contractors and visitors, whilst maximising energy conservation potential.
- Document and communicate relevant energy efficiency performance to appropriate levels in the organisation.
- Encourage a responsible attitude towards energy use amongst all employees through training, increased awareness and employee involvement.
- Utilise effective monitoring systems to measure and target areas of inefficiency and promote areas of good operating practice.
- Comply with all necessary regulatory legislation.

The means of implementing the policy will be through a range of internal procedures that will be applied by the Executive Management Team and their respective leadership teams.

A handwritten signature in black ink, appearing to read "Joe Vorih", is positioned above the printed name.

Joe Vorih, Chief Executive Officer

Date: March 2024  
Next Review: March 2025