



McBride plc

SUSTAINABILITY POLICY

McBride plc's ("McBride" or the "Company") vision is to extend our position as the leading value producer of everyday value cleaning products, through focused and sustainable divisional strategies. Our plans will ensure we deliver a more sustainable future for our colleagues, customers, suppliers, local communities and wider society. We will focus on sourcing our components responsibly, operating in a sustainable manner and designing future-proof products that are more sustainable.

1. About this policy

1.1 This policy is aligned to the Paris Climate Agreement (2015) sustainability framework, which is a legally binding international treaty on climate change.

1.2 The McBride group (the "**Group**") is aligned with the following UN Sustainable Development Goals, which we have assessed as being most relevant to the Group):

- a. Goal 7 - Affordable and clean energy
- b. Goal 12 - Responsible consumption and production
- c. Goal 13 - Climate action
- d. Goal 14 - Life below water
- e. Goal 15 - Life on land

1.3 The Group is committed to managing its activities to promote environmental sustainability, conserve and enhance natural resources, prevent environmental pollution, bring about continual improvement in our environmental performance, source our components responsibly and have a fit for the future product portfolio.

1.4 The aim of the policy is to establish, maintain and promote sound environmental practice in our operations. We will achieve this by:

- Informing colleagues and stakeholders of our commitment to sustainability.
- Supporting the implementation and maintenance of environmental actions within our organisation.
- Monitoring our progress against the science-based targets and action plans which we implement within our organisation.
- Communicating the outcome of those environmental actions to relevant stakeholders.

2. Who is responsible for this policy?

The Board of McBride is responsible for this policy as it includes the Group's climate-related goals. Our sustainability priorities are actively managed by a cross-functional Sustainability Committee, overseen directly by the CEO, with regular reporting updates provided to the Board.

The Executive Committee will receive information periodically from the Risk Council and Sustainability Committee on adherence to this policy and the Group's progress towards meeting its climate-related goals. The McBride Divisional Managing Directors are responsible for the day-to-day implementation of this policy.

3. Environmental sustainability statement

3.1 The earth's environment is under severe stress from uncontrolled human activity, threatening the survival of our society. We acknowledge the specific impacts of our business on the natural environment, and our responsibility to ensure that the natural environment remains sustainable.

3.2 The Group commits to the following principles, practices and targets:

- a. Monitoring and managing our environmental performance with clearly defined science-based targets. In the context of greenhouse gases, these targets include:
 - Scope 1 & 2 emissions¹ – 66.3% reduction by 2033 from a baseline of FY21.
 - Scope 3 emissions² – the Group commits that 82.5% of our suppliers by emissions covering goods and services will have science-based targets by the end of 2029.
- b. Additional targets:
 - Improvements in the Group's energy efficiency (measured in terms of output as kWh per tonne of production) from 153kWh/T to 130kWh/T by FY33.
 - Procure that 100% of the electricity used in our operations is from green sources by FY33.
 - All polyethylene packaging for the Group's contact sensitive products must contain a minimum of 10% post-consumer recycled content ("PCR") by the end of 2030.
 - All plastic packaging used by the Group must contain a minimum of 35% PCR by the end of 2030.
 - The Group will put zero waste to landfill where there is no energy recovery or there is no alternative option available.
- c. The Group complies with all relevant European and national environmental laws, regulations, policies and practices.
- d. The Group commits to reducing waste generated through our operations by preventing waste, reusing, recycling or recovering waste, wherever possible. We will ensure waste is sorted, stored and disposed of properly and in a sustainable manner in all of our locations.
- e. The Group will educate colleagues to an appropriate level on climate awareness and ensure all colleagues are aware of how to reduce the use of water and electricity, and recycle all waste, wherever possible.
- f. The Group will report on our environmental performance in our annual reporting cycle and there will be external disclosure of relevant data relating to the Group via the EcoVadis and

¹ Scope 1 emissions are direct emissions from sources owned or controlled by an organisation and scope 2 emissions are indirect emissions from purchased electricity, steam, heat or cooling.

² Scope 3 emissions are other indirect emissions from sources not owned or controlled by the organisation, such as supply chain, transportation, and product use.

Supplier Ethical Data Exchange (“SEDEX”) platforms.³ We will continue to meet the requirements of ISO14001, the internationally recognised standard for environmental management systems, across our production sites.

- g. The Group will provide relevant data on the environmental attributes (the product carbon footprints) of our products to enable informed purchasing decisions by our customers.

4. Sustainable procurement

- 4.1 The Group aspires to reduce our carbon footprint throughout our supply chain, including emissions for chemicals and packaging, via our supplier engagement programme. This is noted in our Supplier Code of Conduct, which is available on our website (www.mcbride.co.uk).
- 4.2 The Group will encourage our suppliers to sign our Supplier Code of Conduct to confirm that they have read, understood and will comply with it.
- 4.3 The Group will meet our science based target-initiative (SBTi)-approved supplier engagement target by encouraging our suppliers to commit to setting their own science-based or science-based aligned targets by the end of 2029. We will track our suppliers’ decarbonisation journeys and report via the Sustainability Committee.
- 4.4 The Group will only source wood-based materials and palm-based products that are compliant with the European Deforestation Regulation (known as EUDR).
- 4.5 The Group will ensure that, where available, Forest Stewardship Council (known as FSC®) sourced paper/board and Roundtable on Sustainable Palm Oil (known as RSPO) certified palm products will be available to our customers, as required.
- 4.6 The Group will request that all our suppliers commit to completing an annual supplier questionnaire via SEDEX and sharing access to this data with the Group. This forms part of our supplier transparency requirements.

5. Sustainable product development

- 5.1 The Group commits to integrating sustainability principles and standards into the design and development process of our products. To accomplish this:
 - a. The Group will adhere to recognised standards related to environmental impact assessment, such as EU eco-labelling, Nordic Swan, Blue Angel and product life cycle assessment criteria.
 - b. The Group will encourage innovation and research in sustainable materials, technologies, and design methodologies to continually improve the environmental performance of our products.
 - c. The Group will outline our expectations to our suppliers regarding the use of sustainable materials and processes in supplying components or raw materials for our products in line with our SBTi supplier engagement programme.

³ SEDEX is a non-for-profit organisation that aims to improve ethical and responsible business practices in global supply chains.

- d. The Group will establish mechanisms for monitoring, measuring and reporting on the environmental performance of our products, such as a product's carbon footprint.

6. Social statement

- 6.1 The Group will promote and support, where possible and in line with local working practices, modern working practices, including remote working and hybrid working.
- 6.2 The Group will encourage the use of digital meetings, wherever possible, and seek to discourage unnecessary travel for meetings.
- 6.3 Where possible, the Group will work towards putting in place a company car scheme in each of the regions in which we operate which offers access to electric vehicles and on-site/home charging points.

7. Training and colleague involvement

- 7.1 The Group will encourage all our colleagues to undergo training on climate awareness. We will aim to raise awareness of environmental sustainability across our operations.
- 7.2 The Group encourages collaboration amongst, and the involvement of, all our colleagues in our environmental sustainability efforts. Colleague involvement is critical to ensuring the adoption of this policy and in our efforts to tackle climate change.
- 7.3 The Group has established a cross functional Sustainability Committee, chaired by the CEO, to drive involvement and stewardship of sustainability across our organisation and deep into the divisions. The Sustainability Committee will meet quarterly.

8. Governance statement

- 8.1 The Group recognises the significance of good governance practices in fostering and safeguarding value for our shareholders and stakeholders alike. This encompasses adopting a robust corporate governance framework designed to adhere to relevant laws, regulations and policies, whilst upholding our corporate values and business ethics.
- 8.2 The Group remains committed to fostering a culture of integrity, where both the organisation and its employees are held to high moral and ethical standards. Prioritising educational tools and training sessions on compliance, operational matters, including sustainability topics, as well as responsible management practices, are integral components of our business agenda.
- 8.3 Recognising their strategic importance, our sustainability priorities are actively managed by a cross-functional Sustainability Committee. As stated above, this is overseen directly by the CEO, with regular reporting updates provided to the Board.
- 8.4 The Group's Risk Council is represented at the Sustainability Committee's meetings. The Audit and Risk Committee of the McBride plc Board oversees the Group's Risk Council to ensure the presence and effective operation of suitable operational and compliance controls. This oversight includes the thorough identification, evaluation and management of risks within the organisation.
- 8.5 This policy will be reviewed annually and updated, as required.

Policy Owner	CEO
Policy Approver	Board
Current Version	V1.0
Date of Approval	10 th July 2025