

ENVIRONMENT & SUSTAINABILITY POLICY

Menzies Distribution Limited and all of the companies in its corporate group takes its responsibilities towards protecting the environment and sustainability seriously.

As an innovator in supply chain solutions we are committed to designing sustainable routes to market now and for generations to come. Sustainability is a core pillar of our business and we believe circular processes are the only ones that will stand the test of time.

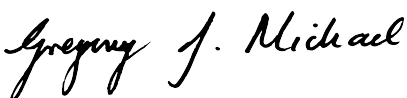
We are dedicated to delivering our customers and stakeholder's high quality, compliant services and logistics solutions in a safe and sustainable manner.

There are three main areas we focus on to make our business more sustainable and impact our journey to zero; fleet, energy consumption, reuse & recycling for ourselves and our partners. With innovations that span fleet electrification, vehicle to grid charging, vehicle design, alternative fuels, self-sufficient warehousing, carbon offsetting and revisiting the need for PVC in vehicle livery, we are committed to shaping logistics for the future that directly address the climate change crisis.

WE WILL:

- ◆ Identify any significant impact that our activities have on the environment.
- ◆ Implement decarbonisation strategies through real and meaningful business change and innovations, including; fleet management, being an enabler of a wider charging ecosystem, renewable energy utilisation, efficiency improvements, materials reductions and other carbon emission elimination strategies.
- ◆ Measure and report greenhouse gas emissions on a regular basis.
- ◆ Take actions to neutralise any remaining emissions with additional, quantifiable, real, permanent, and socially-beneficial offsets to achieve net zero annual carbon emissions.
- ◆ Document, implement and maintain a robust Environmental Management System.
- ◆ Raise environmental awareness amongst all those who work for and on behalf of our business.
- ◆ Operate our sites in an environmentally efficient way by conserving fuel, energy and raw materials and reducing waste through the re-use and recycling of materials.
- ◆ Maintain an open dialogue with all stakeholders and suppliers ensuring that operations are performed in a safe, ethical and efficient way.
- ◆ Encourage suppliers and contractors to develop sustainable and ethically sound practices.
- ◆ Take all essential measures to prevent pollution and minimise the impacts of our activities on the environment and the communities around us.
- ◆ Meet and exceed relevant legislative requirements.
- ◆ Monitor and audit our compliance to drive continual improvement of our environmental performance.
- ◆ Deliver support and drive change for our employees, workplace and wider community through our CSR programmes.
- ◆ Maintain access to competent advice and assistance to ensure we are aware of relevant changes in legislation and industry best practice.

The Directors have adopted this statement as a framework for our business so that they can set standards and develop procedures to form a comprehensive system for managing our environmental impact and sustainability agenda appropriate to our operations. The Chief Executive Officer will review this policy as necessary, but at least every two years.



GREG MICHAEL

Chief Executive Officer, Menzies Distribution Ltd

March 2021