

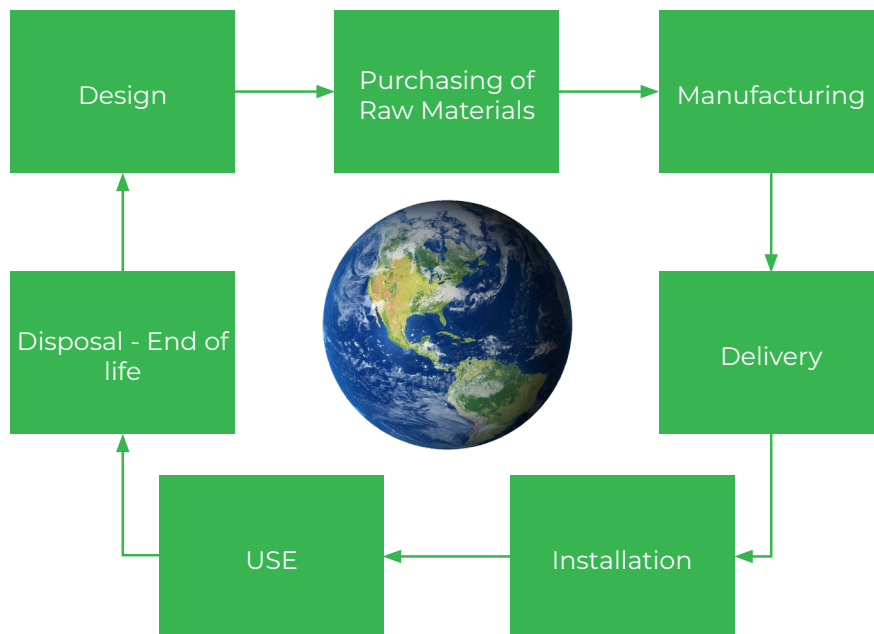


ENVIRONMENTAL SUSTAINABILITY POLICY

Forms part of the IMS Manual for ISO9001 – 45001 – 14001

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Wren Kitchens will identify Environmental Aspects at each stage of the life cycle perspective

1. Environmental Sustainability Policy Statement

We at Wren Kitchens Ltd, take our responsibilities for Environmental Sustainability very seriously.

As a minimum, we will meet our compliance obligations but aspire to world class performance through meeting our commitment to achieving Carbon Net Zero by 2030. This will be achieved through managing our activities and estates to promote environmental sustainability, conserve and enhance natural resources, prevent environmental pollution, and bring about a continual improvement in our environmental performance.

Our Environmental Sustainability Policy applies to all persons who are employed by or carry out work on behalf of any Wren Department.

We expect all employees to balance the needs of the company with careful, responsible stewardship of the environment. We believe the scope of this stewardship includes human and financial resources, corporate facilities, community, the natural environment, and natural resources. With an emphasis on personal responsibility, we expect wise and effective use of all resources. We will have documented policies for making decisions with regard to reducing waste, recycling waste and manufacturing by-products, conserving energy, and using recycled or rapidly-renewable materials in our products and processes.

ENERGY CONSERVATION POLICY

We strive to understand and reduce the impact of our processes, policies, and product on greenhouse gas emissions by reducing energy consumption. Some of the ways we will do this include: installing energy-conserving lighting and motors; evaluating the use of biomass rather than fossil fuels when feasible; adding hybrid vehicles to our fleet, etc. We understand energy conservation to include our choice of materials, processes, policies and equipment. We expect value-added, responsible use of resources so we might ensure future sustainability and quality of life.

NATURAL RESOURCE STEWARDSHIP POLICY

We strive to understand and utilize recycled and rapidly-renewable materials and suppliers or strategic partners who practice responsible stewardship. We consider this policy to include the effective use of raw materials and finding ways to recycle and or reuse our by-products. We favour the use of recycled- content materials when feasible. We support any and all organized recycling programs and participate as a matter of corporate philosophy (e.g. paper, cardboard, beverage containers, scrap metal, transport packaging, wood fibre, etc.). We will favour the use of products or suppliers that share this philosophy.

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Signature: *Trevor Nixon*

Position: Head of HS&E

Date: 24/07/2023

This policy outlines the measures that Wren Kitchens Ltd, will take to embed sustainability into all group functions, identifies methods of delivery and ways of communicating the policy to staff and interested parties to make them aware of, and support us in best practice procedures.

2. Policy Aims & Objectives

- Identifying our environmental risks, including climate change, and develop plans to mitigate them.
- Protect the environment by ensuring prevention of pollution is a key consideration in the design of all our assets.
- Using resources more efficiently by using sustainable materials and reducing waste.
- Identify opportunities to use alternatives to hazardous materials.
- Seek ways to enhance the natural value of the areas we work for the benefit of local communities and the environment.
- Ensure all our employees have the training, skills, knowledge and resources necessary to achieve the requirements of our internal standards.
- Set expectations and challenge those who work on our behalf to demonstrate the same commitment to the environment as we do and working with our supply chain to contribute to the delivery of 'Our Contribution' targets.
- Manage System by reviewing and challenging our performance using feedback from stakeholders and benchmarking against our contemporaries.

3. Definitions

- Environmental is **concerned with the protection of the natural world of land, sea, air, plants, and animals.**
- *"Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs."*

4. Scope

This Policy applies to all employees permanent or temporary of Wren Kitchens Ltd, and includes any agency, or visiting professionals employed to provide services on our behalf.

5. Legal Requirements

The **Climate Change Act 2008** set legally binding targets for the UK to reduce greenhouse gas emissions by at least 34% by 2020 and at least 80% by 2050 (both targets against a 1990 baseline).

Environmental Protection Act 1990

The Environmental Protection Act 1990

The three key areas are summarised below:

- Part 1 – Integrated Pollution Control and Local Authority Air Pollution Control – This section focuses on preventing & reducing the release of substances into the environment.
- Part 2 – Waste on Land. This section puts a prohibition on unauthorised or harmful deposit, treatment or disposal of waste, placing a Duty of Care on the organisation to prevent escape of harmful substances.
- Part 3 – Statutory Nuisances and Clean Air requires the Local Authority to regularly inspect the area and to deal with problems such as Smoke, Fumes, Dust, Smell, Noise, and animals.

Environmental Protection Act 1995

This Act was instrumental in creating the Environment Agency and it deals with the following:

- Air Quality
- Water Quality
- Contaminated Land
- Waste

The Waste Electrical and Electronic Equipment (WEEE) Directive

This came into force in January 2007 and aims to both reduce the amount of Electrical and Electronic waste being produced and encourage everyone to reuse, recycle and recover it.

The categories of items which covered by the Wren WEEE and RoHS directives are:

- IT and Telecoms Equipment
- Consumer Equipment
- Lighting Equipment
- Electrical and Electronic Tools
- Medical Devices

Environmental Permitting Regulations 2010

The Environmental Permitting Regulations (England and Wales) 2010 were introduced on 6 April 2010 and replace the 2007 Regulations.

These regulations cover the storage, treatment, transport and disposal of hazardous waste.

The Waste Framework Directive

The Waste Framework Directive requires member states to ensure that waste is recovered or disposed of without endangering human health and without using processes and methods which could harm the environment.

Energy Savings Opportunity Scheme (ESOS)

Under EU legislation it became mandatory for UK companies to complete an initial audit of their energy usage. The audits which are carried out by third parties, will result in energy saving recommendations, implementation of which is optional.

6. Procedure

Wren Kitchens Ltd, will deliver the aims and objectives of the policy through the following key areas:

Environmental and Sustainable Management:

- Develop and review sustainability targets against appropriate benchmarks.
- Monitor energy consumption against past performance.
- Communicate and promote environmental and sustainability procedures, regulations and initiatives at staff inductions and training sessions.
- Encourage and facilitate feedback and suggestions from stakeholders to improve good practices.
- Exchange best practice with industry experts, local authorities and other organisations.
- Integrate environmental and sustainability principles into the Wren operational procedures and decision-making process.

Carbon Management:

- Develop a Carbon Management Plan setting clear targets for carbon reduction, identify initiatives to achieve the target and key stakeholders responsible for delivery.
- Implement working practices to ensure the efficient use of energy at all Wren sites.
- Incorporate low carbon technology and renewable energy systems in building projects and equipment procurement.
- Improve the energy efficiency of existing buildings.

Net Zero Carbon Initiative:

- Wren Kitchens have embarked on a Net Zero Carbon Initiative in partnership with the university of Hull and Carbon Visibility Ltd, the initial aspects of this initiative will allow Wren to identify our CO2 footprint upstream, downstream and throughout our operation, in order to establish a carbon reduction plan.

Estates and Facilities

- Enhance biodiversity within the Wren sites where possible.
- Manage noise pollution to ensure minimal impact on neighbours and the natural environment.

Waste Management:

- Minimise waste and reduce consumption through efficient operational use of assets.
- Minimise the environmental impact of waste through appropriate re-use and recycling.
- Measure and monitor waste.
- Segregate waste to achieve zero waste to landfill.
- Develop working practices to reduce waste and prevent pollution.

Water:

- Manage clean, ground and wastewater efficiently including recovery and recycling opportunities.
- Our purchasing team are in the process of gaining Chartered Institute of Procurement and Supply's "Ethical Procurement & Supply" status.

- Encourage sustainable procurement, encouraging where practical the use of products, services and suppliers which cause least harm to the environment.
- Maintain and develop central and group procurement plans to ensure economic and sustainable purchasing.
- Promote a life-cycle approach to the procurement of goods and services as described within our 14001 accreditation.

Transport and Travel:

- Minimise carbon emissions through effective energy and transport management.
- Encourage sustainable transport practices across all activities as outlined in the Wren transport plans.
- Upgrade the fleet to lower carbon emissions.
- Encourage the use of public transport, walking, cycling and vehicle sharing.

7. Organisational Responsibilities

The Environmental and Sustainability Policy will be monitored by the Health, Safety & Environmental Department and reported annually within the Annual Management Review.

8. References to Related Wren Kitchens Policies

- Wren Timber Purchasing Policy (Forms part of our FSC & PEFC Accreditation)

9. Contact

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10. Equal Opportunities Statement

This policy and procedure have been assessed against the nine protected characteristics outlined in the Equality Act 2010 (characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation), and no apparent disadvantage to equal opportunities has been determined.