

SUSTAINABILITY AND BIODIVERSITY POLICY

Hillbrush is committed to a sustainable development and this policy applies to all growth company employees, associates, secondees, agency staff and third parties who undertake activity for an on behalf of Hillbrush. It applies to goods and services we procure, our direct operations and the services we provide to our customers.

Hillbrush is committed to creating a sustainable society actively managing our operations in a way that balances our social, environmental and economic objectives. To do this, sustainability considerations are given to a suite of interdependent policies and their procedures, which are implemented collectively in order to deliver the objectives of the Sustainability Policy.

We will assess the environmental impacts of our operations and set objectives and targets in order to improve our environmental performance. We will regularly review these targets.

We will:

- Promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce;
- Reduce the use of energy, water and other resources;
- Minimise waste by reduction, re-use and recycling methods;
- Comply with all relevant environmental legislation/regulation;
- Ensure that our policies and services are developed in a way that is complimentary to this policy;
- Encourage all third parties/customers/suppliers to commit to the sustainable development philosophy;
- Identify and provide appropriate training, advice and information for staff and encourage them to develop new ideas and initiatives;
- Provide appropriate resources to meet the commitments of this policy; and
- Promote and encourage involvement in local environmental initiatives/schemes
- All plastic products manufactured by Hillbrush comply with Environmental Protection Agency recycling regulations;
- Internal employee correspondence is using a paperless system to reduce reliance on paper
- Our premises:
 - use efficient LED lighting operated via sensors and timers to reduce energy waste,
 - wall and roof insulation is compliant with the latest energy efficiency standards,
 - we have installed electric car charging points for environmentally friendly vehicles onsite,
 - we have installed a 250kw PV solar panel generating system.

In order for Hillbrush to realise these commitments, sustainability performance is driven by the Chief Executive and Group's Senior Management Team, through our:

- Health and Wellbeing initiatives and our Reward and Recognition programmes we support, encourage and enable all employees to meaningfully contribute
- Equality and Diversity policy and positive about disability status we are committed to action on equal opportunities
- Travel Policy which encourages journey planning, use of alternative modes of transport, limits CO2 emissions from company cars and operates a Bike to Work scheme
- ICT (Information and Communications Technology) Disposal Policy which covers reuse, recycling and the associated data security issues
- Environmental Policy which covers energy, waste and paper usage through Planet Mark
- Monitoring and reporting of our CO2 emissions through Planet Mark
- Inclusion of Social Value requirements into our procurement policy

Biodiversity is a key component of the environment, and maintenance of biodiversity is a key test of sustainability because biodiversity:

- Is a vital, integral part of the planet's life support system;
- Is the basis for evolution and adaptation to a rapidly changing environment;
- Is essential to maintain clean water, fertile soil and clean air, thereby providing the basis for existence and indirect economic benefits;
- Can be managed and used for economic benefit, for instance to produce crops, medicines, building materials, fuel and tools;
- Has economic and social values e.g. in leisure and recreation or tourism.

Biodiversity decline is affecting the supply of environmental goods – water, clean air, food and productive and fertile soil – that support people's livelihoods and quality of life.

Conserving biodiversity is a global, long-term challenge and requires global, long-term solutions. The UK is signatory to several international agreements and conventions that promote biodiversity and its sustainable use, and these help shape UK biodiversity policy/legislation.

Hillbrush is committed to:

- Avoiding biodiversity loss or damage;
- Enhancing biodiversity where possible or securing opportunities for recovery;
- Compensating for unavoidable loss of biodiversity