



# Corporate Social Responsibility Policy

## Introduction

This policy applies equally across all Supreme Group businesses (hereafter, “the Company”).

## Scope

As a responsible business, the Company believes that the long-term future of the Company is best served by respecting the interests of all stakeholders including our staff, customers, suppliers and the wider community. The Company will seek reasonable opportunities to improve the environment and to positively and proactively contribute to the wellbeing of the communities in which we operate. This CSR policy sets out the principles we follow and the programmes we have developed to focus on the areas where we have significant impact or influence. This is with the aim to display social and environmental awareness alongside expansion, which is in line with our principles and programmes.

## Principles

### Honesty and Accountability

The Company aims to develop and implement social and environmental policies which fit in with the business’s everyday activities and responsibilities and displaying a consistently transparent operation throughout. The Company will communicate our environmental policies, objectives and performance openly and honestly to our employees and clients and to other stakeholders as appropriate. The Company will encourage them to communicate with us and will seek their views.

### Sustainable Progress

The Company is committed to improving its performance. The Company will take into account relevant technical developments, costs and customer concerns and expectations in the development and implementation of new social and environmental policies and procedures and will monitor its performance, set objectives for improvements and report our progress.

### Demonstrable Compliance

As a minimum the Company will meet, or exceed, all relevant legislation. Where no legislation exists, The Company will implement appropriate and proportionate standards.

## Programmes

### Sustainable Development

The Company will take all reasonable steps to manage our operations so as to minimise our environmental impact and to promote good environmental practice. We will demonstrate this by:

- At least annually reviewing our environmental policy and procedures;

| Document Classification |              | External         |                  |
|-------------------------|--------------|------------------|------------------|
| Document Number         | Issue Number | Last Review Date | Next Review Date |
| SG-005                  | SG-HR-005    | Jan 2026         | Jan 2027         |



- Demonstrate our commitment to ethical business practices;
- Controlling and actively looking to reduce our carbon emissions;
- Continuing to reduce our waste sent to landfill.
- Continuing to comply with all relevant industry best practice;
- Proportionally supporting national awareness campaigns e.g. Sustainability Week.
- Actively encouraging and promoting sustainable transport options for staff.

### **Communities**

The Company will build proactive relationships with our customers, suppliers and the local communities we are part of by encouraging our partners to consider the needs of others and involve themselves in public service. The Company will obtain a range of views on our social and environmental policies and performance and will encourage our staff to actively and positively contribute within their local communities where they can.

### **Staff**

The Company will respect its employees and encourage their development and training. The Company will promote equality as differences in responsibilities permit and consider the interests of all employees, including their welfare and health and safety. The Company aims to empower our employees and we will recognise individual contributions and reward colleagues appropriately and fairly. Our ultimate aim is the happiness of our employees through their worthwhile and satisfying employment in a successful business.

### **Relationships**

The Company will conduct its business relationships with integrity and courtesy and honour our trading commitments. Our aim is to build long-term relationships with our suppliers. We are committed to trading fairly with all our suppliers and will communicate our responsible sourcing expectations to them.

| Document Classification |              | External         |                  |
|-------------------------|--------------|------------------|------------------|
| Document Number         | Issue Number | Last Review Date | Next Review Date |
| SG-005                  | SG-HR-005    | Jan 2026         | Jan 2027         |