

ENVIRONMENT & SUSTAINABILITY POLICY



At Menzies Distribution Solutions our mission is to redefine the expectations of a supply chain partner for our customers by providing reliable, flexible and sustainable logistics solutions whilst also fostering success for our employees, shareholders and the communities in which we operate. Our vision is to be a force for positive change. We work together, always looking to improve - We will transform supply chain challenges with efficient, sustainable services that drive value and create a better future for our customers, colleagues and the environment. We are dedicated to delivering our customers and stakeholders high quality, compliant services and logistics solutions in a safe and sustainable manner. We recognise that we can be a significant part of our customers' supply chain footprint. With this in mind, we use our expertise to develop and deploy innovative and sustainable solutions, for our customers, to help them lessen their environmental impact.

We are committed to an ambition to achieve net zero for our Scope 1 and 2 emissions by no later than 2050. Our net zero plan involves us **burning less** (through our ongoing relentless focus on efficiency), **burning better** (by best fit deployment of alternative fuels and vehicle electrification) and sensible use of carbon **offsetting** where relevant and to neutralise any remaining emissions.

Our sustainability commitments are enshrined in our Values:

	We do it right	We do the right thing, we provide a safe, sustainable service, delivering quality and acting with integrity
	We do it better	We challenge ourselves to be the best, We always look to improve. We are innovative and forward thinking
	We work together	We understand our mission. We trust each other, we develop and empower our people to deliver the right outcomes
	We grow together	We embrace change and seize opportunities to develop as individuals and as a team
	We work with passion	We are enthusiastic and committed to our work, each other and our vision. We are determined to excel

WE WILL:

- ◆ Identify any significant impact that our activities have on the environment.
- ◆ 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.
- ◆ Implement decarbonisation strategies through real and meaningful business change and innovations, including fleet management, efficiency improvements, materials reductions and other carbon emission elimination strategies. To support this, we use renewable energy supply across our estate.
- ◆ Measure and report greenhouse gas emissions on a regular basis. We will monitor and audit our compliance and performance through accurate data to drive continual improvement and reduce our impact.
- ◆ Reduce our impacts on local air quality through our fleet specification and use of new technology.
- ◆ Implement and maintain a robust Environmental Management System to exceed relevant legislative requirements.
- ◆ Raise environmental and sustainability engagement amongst all those who work for and on behalf of our business, through relevant training and awareness campaigns. We also actively encourage employee suggestions to support our overall carbon reduction programmes, and we work to integrate suggestions into our strategy in pragmatic way.
- ◆ Encourage suppliers and contractors to develop sustainable and ethically sound practices through our procurement plans and ensuring that suppliers sign up to our Code of Conduct. We maintain an open dialogue with all stakeholders and suppliers ensuring that operations are performed in a safe, ethical and efficient way.
- ◆ Take all essential measures to prevent pollution and minimise the impacts of our activities on the environment and the communities around us.
- ◆ 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. We will communicate this policy both internally and externally as a demonstration of our commitments.

A handwritten signature in black ink, appearing to read 'Richard Morson'.

RICHARD MORSON

Chief Executive Officer, Menzies Distribution Solutions Ltd

October 2025