

THG

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# Environmental Policy

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THG PLC

THG is committed to doing business responsibly and reducing any adverse impacts of our operations on the environment.

## Our commitment is to:

- Maintain strong governance to allow effective monitoring and management of our environmental performance.
- Include environmental impact as part of material decisions made by the business.
- Seek to continuously improve our environmental performance and manage our significant environmental impacts.
- Consume resources responsibly and reduce our consumption where possible.
- Ensure environmental criteria are considered in the procurement of goods and services.
- Comply as a minimum with all environmental legislation and other relevant environmental requirements and commitments.
- Manage our business to prevent pollution.
- Measure and act to reduce the carbon intensity of our business.
- Manage operational waste effectively, reducing our waste where possible and otherwise maximising the level of re-use and recycling.

## To meet our commitment, we will:

- Provide the Board with oversight of environmental performance and information to allow appropriate decision making and action.
- Maintain a Sustainability Committee whose members have appropriate experience and oversight of the business and its operations.
- Monitor key objectives and performance measures to measure environmental performance.
- Engage with internal and external stakeholders to identify environmental impacts and priorities.
- Communicate to all staff our environmental policy and objectives as well as to customers, investors and other external stakeholders.
- Work towards relevant environmental certification(s) and embed environmental training across the business.
- Promote improvements to environmental performance across our entire value chain including our employees, customers and suppliers.
- Review our environmental policy regularly, at least annually.

This environmental policy represents our general position on environmental issues and the policies and practices we apply in conducting business.

