



ENVIRONMENT POLICY

Dowling, Best & Smith Limited ("DBS")

POLICY STATEMENT

We recognise that the sourcing, consolidation, distribution and use of our products involves the use natural resources and can create emissions and waste.

We aim to reduce our impact on the environment, including factors contributing to climate change, through a commitment to continual improvement, complying with environmental legislation and regulations in the jurisdictions where DBS operates to ensure that our major impacts are addressed.

In addition, we promote the efficient use of resources and energy in our supply chain as well as in our own operations.

Supply chain

The Supplier code of conduct establishes our expectations for suppliers regarding the environment. The Supplier code of conduct also applies to subcontractors.

We take a risk-based approach towards supplier evaluation and auditing. Suppliers who are unable to meet all the requirements will be given the opportunity to comply fully within a period which is deemed appropriate for the circumstances. If a supplier is not making sufficient progress, then this could lead to a suspension or termination of the relationship.

We will respect all legal requirements regarding raw materials and manufacturing processes to our product ranges and expect our business to develop and maintain appropriate controls and processes to ensure that they can demonstrate compliance.

Operations

In our operations we continually consider and implement activities and management systems to ensure that our major environmental impacts are addressed. We promote reduction of waste through the elimination of packaging and encourage reuse and recycling throughout our operations. Although the water consumption associated with our activities is limited, we also encourage the responsible use of water throughout our operations.

Customers

We actively review product categories on sustainability aspects and, where appropriate, develop and offer alternative products that are more sustainable such as products with recycled content or made from materials from renewable sources.

We work with our suppliers and customers to optimise product and packaging design and actively promote the use of products and materials that can be recycled.



APPLICATION OF THE POLICY

Each business area is responsible for ensuring that their activities, products and services are consistent with this policy and reflect the circumstances of their businesses including the needs of their customers. This includes training relevant people in understanding the sustainability implications of commercial decisions.

Business areas should:

- carry out periodic audits on compliance with the Group environmental standards and applicable regulatory requirements having established the criteria for selection and prioritisation of locations to be audited;
- establish objectives for improvement of environmental performance and allocation of adequate budgets for achievement of these objectives;
- implement a process to review and report specified environmental performance indicators to the Board in line with agreed deadlines; and
- nominate a representative with the responsibility to coordinate environmental matters related to operations in the relevant business area.

DBS will:

- implement and maintain management systems and working practices to meet DBS business and legal requirements;
- communicate our environmental requirements to employees and provide appropriate training;
- understand the risks and opportunities related to the environment and sustainability issues that are applicable to our product categories, market sector and geography and develop effective business strategies to protect or enhance DBS's revenue and profitability.

POLICY OWNERSHIP AND MONITORING

The Environment policy and the associated environmental standards are owned by the Director of Group HR. The policy and standards are subject to review and revision on an ongoing basis. A formal review of the policy and the standards will be carried out at a minimum once every three years by the Board.

Compliance with the requirements of the Environment policy and standards is monitored by the Board. This includes a quarterly review of:

- progress of our supply chain action programmes;
- progress against targets to improve the key environmental performance indicators; and
- business area sustainability programmes.

1 October 2020