



Corporate Governance

Group Sustainability Policy

Owner	Chief Executive Officer
Last reviewed	December 2024
Version	1

1. POLICY STATEMENT

At its core, the construction industry represents the building blocks of a community. For SIG, it is essential that we support the industry in a way that protects the environment and doesn't contribute to climate change.

We are committed to operating in a responsible manner that promotes a healthy community and workforce, supports the conservation of natural resources, and generates enough profit and cash to remain financially strong for the long term. With this connectivity of people, planet and prosperity in mind, our business is aligned to the United Nations Sustainable Development Goals (SDGs) as a "blueprint to achieve a better and more sustainable future for all".

Sustainability, in particular energy efficiency, has been central to SIG for over 60 years. As early as the 1950s we were supplying domestic housing insulation and since this time SIG has been leading the drive for higher standards and greater protection for the environment.

This Policy sets out our commitment to sustainability and the actions we are taking to support this.

2. PURPOSE AND COMMITMENT

Our Group purpose is "to enable modern, sustainable and safe living and working environments in the communities in which we operate". Our commitments to deliver this are:

- Being net-zero carbon by 2035 at the latest,
- Sending zero SIG waste to landfills by 2025,
- Partnering with manufacturers and customers to reduce carbon and waste,
- Being a health and safety leader in building materials distribution supply chain,
- Being an employer of choice in our sector.

These will be achieved through the following principles:

- Integrate sustainability considerations into all our business decisions,
- Comply with (at a minimum) all applicable legislation, regulations, and codes of practice,
- Ensure all operations minimise resource consumption and operate in a sustainable way

- Support employee awareness of, and commitment and improvement to, our Sustainability Policy,
- Identify and promote products which support carbon and circular economy goals,
- Promote customer and supplier awareness of our Sustainability Policy, encouraging the adoption of similar sustainable management practices,
- Review, report and strive for continual improvements to annual sustainability performance.

3. SCOPE OF POLICY

This Policy applies to all SIG Plc Group Companies and includes but is not restricted to our approach to Environment, Social and Governance requirements where applicable.

4. MONITORING, REPORTING & COMPLIANCE

We will continue to communicate our performance with all our stakeholders and use credible verification exercises to produce accurate and transparent reports. We will continue to report under the Streamlined Energy and Carbon Reporting (SECR) and Taskforce for Climate-related Financial Disclosure (TCFD) frameworks. Relevant breaches of and exceptions to this Policy will be reported by the Policy Owner to the SIG Plc Board as soon as possible.

The Policy will be reviewed annually, and a report to evaluate compliance with and effectiveness of this Policy and the systems in place to manage the non-compliance risk will be presented to the Board of SIG Plc.

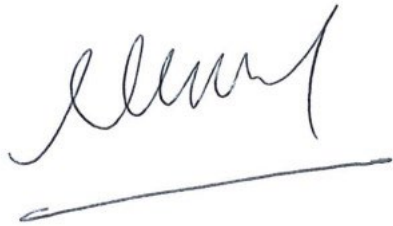
5. EXECUTIVE LEADERSHIP TEAM (ELT)

Having and executing a clear sustainability strategy and plan, and quantifiable decarbonisation targets, whilst proactively supporting the engagement of our employees in the delivery of our sustainability agenda, is one of the ELT's key priorities and focus areas. In addition, they will:

- Communicate the importance of having an effective Sustainability Policy, strategy and plan
- Ensure that the necessary resources are available, including training, support and engagement

- Take accountability for the effectiveness of this Policy and our approach, monitor and promote its improvement
- Support management to demonstrate their leadership where applicable to their responsibilities.

All employees are expected to co-operate and assist in the implementation of this Policy and all other company policies implemented by SIG Plc.

A handwritten signature in dark ink, appearing to read 'Gavin Slark', with a long horizontal line underneath it.

Gavin Slark - Group CEO

SIG Plc

Dec 2024