



Sustainability Policy

1. Introduction

The Haldane Group and its associated companies, Haldane Fisher, Haldane Fisher (IOM), PlumbMaster, Key Hardware, GE Robinson Group and Prowood Ltd recognise the importance of environmental, social, and economic sustainability throughout all aspects of our operations. This Sustainability Policy outlines our commitment to minimising our carbon footprint, whilst promoting social responsibility, and making a positive contribution to our local communities. We aim to lead by example, nurturing a culture of sustainability among our employees, customers, and stakeholders.

2. Environmental Sustainability

2.1. Energy Efficiency and Conservation

We will continuously assess and implement energy-efficient practices and technologies to reduce our carbon emissions and energy consumption. This includes implementing best industry practice in our manufacturing and operations, promoting energy conservation among employees, and investing in renewable energy sources where feasible.

2.2. Waste Reduction and Recycling

We are committed to minimising our waste sent to landfill and promoting recycling and proper waste management practices throughout our operations. We will prioritise the reduction of single-use plastics and encourage the use of reusable and recyclable materials whenever possible.

2.3. Sustainable Procurement

We will assess all our suppliers, giving favourable priority to those products and services with a lower environmental impact. This includes considering the lifecycle impact of products, favouring suppliers with sustainable practices, and opting for eco-friendly packaging where possible.



3. Social Responsibility

3.1. Employee Well-being

We value the health and well-being of our employees. We will provide a safe and inclusive work environment, offer opportunities for professional growth and development, and encourage a healthy work-life balance.

3.2. Diversity and Inclusion

We are dedicated to fostering a diverse and inclusive workplace that values and respects individuals regardless of their background, ethnicity, gender, or other factors. We will actively promote equal opportunities and diversity in all our operations.

3.3. Community Engagement

We will engage with and support the communities where we operate. This includes participating in local initiatives, partnering with community organisations, and contributing to the well-being of these communities through meaningful social investments.

4. Economic Sustainability

4.1. Ethical Business Practices

We will conduct our business operations with integrity, transparency, and fairness. Our financial decisions will align with our sustainability goals and ethical principles.

4.2. Long-Term Value Creation

We recognise that economic sustainability is integral to our overall sustainability strategy. We will strive for long-term value creation by considering the economic, social, and environmental impacts of our decisions.

4.3. Innovation and Adaptation

We will continuously seek innovative solutions that align with sustainability principles and market trends. We are committed to adapting our business practices to remain resilient in the face of changing economic landscapes.



5. Reporting and Accountability

5.1. Measurement and Reporting

We will establish key performance indicators (KPIs) to measure our progress toward our sustainability goals. Regular reports will be published to communicate our achievements, challenges, and future targets.

5.2. Stakeholder Engagement

We value the input and feedback of our stakeholders, including employees, customers, investors, and local communities. We will engage in open and transparent dialogue to ensure alignment with their expectations and concerns.

5.3. Continuous Improvement

We are dedicated to continuous improvement in all aspects of sustainability. Our policies and practices will be regularly reviewed and updated to reflect advancements in sustainability knowledge and technologies.

By adhering to this Sustainability Policy, The Haldane Group commits to making a positive impact on the environment, society, and economy, and to leave a lasting legacy for future generations.

David O Haldane

Group Managing Director October 2023