

| Ref          | Version | Function | Revised    | Owner                                                                                                          | Company Signatory                                                                                                             |
|--------------|---------|----------|------------|----------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| ENV/001/0122 | 3.5     | HSE      | 22.01.2026 | M Murden<br>(ESG Manager)<br> | Reyaan Shepherd<br>(Managing Director)<br> |

Culligan, and its associated companies, ("the Company", "we") recognises that effective environmental management and the pursuit of longer term business success are inextricably linked. It is therefore a primary responsibility of the organisation to consider the environment as an integral part of good business practice.

Accordingly, it is our Policy to:

- Raise environmental awareness of all staff.
- Comply with applicable environmental regulations and permit conditions.
- Make a timely response or to remedy a known environmental or health hazard or any circumstances when the company or its employees are responsible for not complying with any such hazard or circumstance.
- Comply with any regulation requiring the company to report on any environmental circumstance.
- To properly manage or dispose of hazardous (including toxic) waste for which the company is responsible or release such substances into the environment.
- Obtain the necessary environmental permits or proper authority in the execution of any instructions.
- To properly provide any information to anybody lawfully entitled to receive such information.
- Keep appropriate records as required by any applicable regulation.
- Inform contractors and consultants of our environmental policy and encourage them to operate to similar standards.
- Prevent pollution and to minimise the impacts of our activities on the environment.

The Operational Management Team will be aware of and will use its best endeavours to comply with all legislation that will impact upon the environmental position of the managed property, its activities and operations.

The Management Team will work closely with its customers to promote a sense of responsibility for the environment. Where customers agree, we will implement an environmental management system on the applicable site, designed to define arrangements for environmental management, achieve compliance with legislation and identify areas for improvement on best practice issues. Our on-site engineers and managers will be encouraged to set objectives and targets, the achievement of which will enable continual improvement in our environmental performance to be demonstrated.

Targets will be set to reduce the organisation's impact through reduction in energy and water consumption and increased recycling targets.

To support our continuous business improvement we commit to the following initiatives:

- Development on e-learning modules for our office and site based management teams on environmental issues
- Continue to engage with our preferred contractors to ensure that where they are able to assist our managers on reducing our impacts that the relevant actions take place.
- Support our site managers to assist them in reducing their impacts on the environment via a vis energy and waste

In addition where an ISO 14001 Environmental Management System is considered appropriate provision must be made to ensure that:

- Unavoidable waste streams are treated on site in compliance with legislation, local regulations and off site through licensed operators. Targets will be set to reduce waste to landfill and increase recycling. Re-use will be the preferred option where appropriate.
- The effects of using fossil fuels are reduced by defining areas of usage and setting targets for reducing our Co2 emissions across the business.
- Emergency response plans for major incidents are developed and tested on a regular basis in order to minimise their environmental impact.
- Environmental Management will feature as a specific Agenda item on any client review forum/meeting.

The organisation, through its employees, will strive to attain a satisfactory balance between economic, social and environmental responsibilities.

This Policy will be subject to annual review.