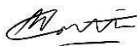


Sustainability Governance Statement

Ref	Version	Function	Revised	Owner	Company Signatory
SGS V1	1	HSE	24.07.2026	M Murden (Head of Transformation and Sustainability) 	Reyaan Shepherd (Managing Director) 

At Zip Water UK, sustainability is embedded within our business strategy, decision-making processes and long-term planning. We recognise our responsibility to understand, manage and continuously improve the environmental and social impacts of our operations, products, services and supply chain.

Sustainability priorities are informed through the ongoing assessment of our environmental and social impacts, risks and opportunities. This includes consideration of the direct and indirect impacts associated with our operations, products, services and wider value chain. The outcomes of these assessments help inform objectives, targets and continual improvement activities across the business.

Our governance framework ensures clear accountability, defined ownership and regular performance review across key sustainability topics, including climate change, energy, water, waste, responsible sourcing, employee wellbeing and community impact.

Executive Sponsorship - Reyaan Shepherd, Managing Director

The Managing Director acts as Executive Sponsor for sustainability and is accountable for ensuring sustainability and responsible business practices remain integrated within the company's strategic direction. The Managing Director approves key sustainability policies, reviews performance and supports continuous improvement initiatives across the business.

Operational Ownership - Martin Murden, Head of Transformation and Sustainability

Martin is responsible for the implementation and delivery of Zip Water UK's sustainability programme, including environmental management, carbon reduction activities, compliance, target setting and sustainability performance monitoring.

Programme Coordination - Leanne Healey, ESG Manager

Leanne is responsible for coordinating sustainability reporting, policy reviews, continuous improvement activities, external assessments and evidence management, ensuring sustainability initiatives are effectively monitored and communicated across the business.

Governance Structure

Sustainability governance is led by the Managing Director and supported by the Head of Transformation & Sustainability and ESG Manager. Performance is reviewed through a structured programme of KPI monitoring, employee communications, leadership reviews and external assessments, ensuring sustainability considerations remain embedded within business decision-making and continuous improvement activities.

Zip Water UK works collaboratively with suppliers, customers, employees and industry partners to promote responsible sourcing, ethical business practices and continual environmental and social improvement throughout our value chain.

Performance Monitoring & Review

Sustainability performance is monitored through business-wide reporting and reviewed on a regular basis to ensure progress against objectives, identify emerging risks and opportunities, and drive continuous improvement.

Key Performance Indicators (KPIs)

The business monitors performance across key sustainability metrics, including:

- Carbon emissions (Scope 1, 2 and relevant Scope 3)
- Energy consumption
- Water consumption
- Waste generation and recycling
- Fleet and transport emissions
- Supplier sustainability performance
- Employee wellbeing and engagement
- Health and safety performance
- Community and social impact initiatives
- Progress against sustainability objectives and improvement plans

Review Cycle

Activity	Frequency
Sustainability KPI Monitoring – Performance against key environmental and social metrics is monitored and reported to ensure effective management of material impacts and progress against objectives.	Monthly
Employee Sustainability Updates – Sustainability progress and achievements are presented to employees by our functional leaders to support engagement and shared accountability across the business.	Monthly
Leadership Sustainability Review – Sustainability performance and strategic priorities are reviewed by the Leadership Team to ensure appropriate oversight, resource allocation and continuous improvement.	Quarterly
Policy & Governance Review – Sustainability policies and governance arrangements are formally reviewed to maintain effectiveness and alignment with organisational priorities.	Annually
External Sustainability Assessments – Independent sustainability assessments, including ISO14064 and EcoVadis, are undertaken to certify our carbon footprint results, benchmark performance and inform future improvement activities.	Annually

Commitment

Through this governance framework, Zip Water UK is committed to transparency, accountability and continual improvement. By embedding sustainability into leadership oversight, performance monitoring, supplier engagement and business decision-making, we seek to create long-term environmental and social value for our customers, employees, suppliers, communities and wider stakeholders.