

# Environmental, Social and Governance (ESG) Policy

## Statement and Purpose

The Board of Workdry International Ltd and its subsidiary companies, including Selwood Ltd and Siltbuster Ltd (the “**Company**”), recognises that environmental, social and governance (“**ESG**”) issues have a material effect on the performance of the Company. The aim of this policy is to ensure that ESG issues are considered at all levels of the Company’s business activities, and in accordance with International and National Codes and Principles.

ESG, from a business perspective, is a strategic framework encompassing Environmental, Social, and Governance considerations that guide our operations and decision-making. We aim to create long-term value for our customers, mitigate risks, and contribute to a more sustainable and socially responsible future recognising the interconnected impact of our activities on the planet, society, and the integrity of our governance structures. ESG is more than a set of guidelines – it is fundamental aspect of Workday’s identity, reflecting our dedication to making a positive difference in the world.

- **Environmental:** We acknowledge our responsibility to minimise our environmental footprint, striving to reduce emissions, improve energy efficiency, waste management, and promote sustainable practices throughout our operations.
- **Social:** We are dedicated in fostering a positive impact on society by prioritising fair labour practices, human rights promoting diversity and inclusion, ensuring the well-being of our employees, and contributing to the communities in which we operate. We will manage and positively impact/influence relationships with Workdry International employees, customers, suppliers, and the community.
- **Governance:** Our commitment to strong governance ensures transparency, ethical decision-making, and accountability at all levels of our organization. We uphold high standards in executive compensation, board structure, and shareholder rights.

Our ESG Policy sets out how we intend to achieve our Environmental, Social, Governance goals as a company. Workdry International is committed to specifically.

## Environment

- Committing to the protection of the environment through continuously reducing the environmental footprint of the Company.
- Actively explore initiatives to improve their energy efficiency and to develop on-site renewable generation where practical and economic to do so.
- Ensuring that the Company’s transport operations utilise fuel-efficient vehicles and explore alternative energy sources where practical and economic to do so.
- Ensuring all staff consider the environmental consequences of their actions and seek to minimise the impact where reasonably practicable.
- Consideration for reducing and monitoring of key environmental metrics material to the Company, including energy, greenhouse gas emissions, water and waste.
- Maintain Environmental Management System in line with ISO14001:2015 and ISO5000 2018

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- Comply with all applicable biodiversity laws, regulations, contractual obligations and our company policies that govern us.
- Commit to sustainable operating and commercial practices in line with the organisations Environment & Sustainability Policy Statement

### Social

- Encouraging a culture of diversity with the highest ethical standards, respect human rights, promote gender equality and act against incidents and grievances in a systematic manner.
- Govern our supply chain to ensure it is free from Anti-Slavery and Human trafficking including the risk of Child Labor by audits and assessments.
- Supporting a culture in which all employees are valued and respected, with regular employee engagement to collect feedback.
- Promoting the Company's commitment to the wider society and community development as well as local employment.
- Ensuring appropriate, timely stakeholder engagement, and respecting the interests of the Stakeholders in line with the Company's stakeholder engagement policy and strategy.
- Supporting local and international initiatives, with the goal of making a positive contribution to our local communities, and to organisations relevant to our business.
- Providing adequate control of health and safety risks to prevent any incidents occurring in the workplace or through any of the Company's operations for our employees, contractors, supply chain and users in conjunction with the Company's existing H&S policies.
- Reporting on H&S incidents regularly through board reporting, promoting a continuous improvement philosophy with a zero accidents ambition, in conjunction with the Company's existing H&S policies.
- Committing to provide a work environment where no-one experiences discrimination or disadvantage, free of harassment and bullying, where everyone is treated with dignity and respect in line with core values.
- Ensuring we are transparent in decisions and activities that impact on society including the Environment and provide information to those who may be affected by its operations.
- Maintain social responsibility align with ISO26000 Corporate Social Responsibility
- Providing training supporting skills, education, and training for our colleagues

### Governance

- Ensuring compliance with regulations and guiding principles governing the protection of human rights, operational and occupational health and safety, environmental and business practices in the jurisdictions in which we operate
- Identifying the relevant legislative and regulatory requirements and ensuring that the scope of our business operations are compliant with these requirements.
- Ensuring appropriate mitigation measures and procurement of relevant IT software to minimise the risk and impact of cyber security breaches.

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- Adopting appropriate measures and guidelines to prevent the incident of fraud and ensure data protection and privacy.
- Ensuring availability of whistle blower and grievance processes throughout the organisation where required
- Adopting the highest standards of governance and ethics of business conduct and practice
- Promote integrity, transparency, and accountability.
- Anti-corruption measures will be in place, and employees will be educated on ethical conduct.
- Regular engagement with stakeholders, including customers, employees, and investors, will be maintained to understand their concerns and expectations.
- Feedback mechanisms will be established to ensure responsiveness to stakeholder needs.

### Reporting, Disclosure and Communications

Environmental, Social and Governance risks and opportunities are addressed periodically at Board meetings. The Company shall monitor and report key ESG metrics including but not limited to;

- Performance and reductions of Scope 1, Scope 2 Emissions.
- Water usage & Waste.
- Contamination to land and physical risks.
- Light, Noise and Air pollution.
- Diversity, Equality, and Inclusion.
- Child Labor within the Modern Slavery policy.
- Committee Structures.
- Freedom of association.
- Social Enterprise Partnering.
- Lobbying Activities or Political contributions.
- H&S Contractors & Community.

These metrics include personal injuries and fatalities, operational incidents, energy consumption, GHG emissions, water and waste consumption, Environmental Incidents, Gender, Disability, Ethnicity of all Employees including Senior Managers and Board Members, and other board-level or operational issues, and any other metric request by the Board. Reporting of personal injuries and operational incidents should follow the Company's established incident reporting procedures

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### ESG Reporting Matrix

The below matrix provides guidance to the Company on the approach to classification of ESG incidents. Serious incidents (i.e., level 3 or above) are reported to board members as soon as they occur and become known.

Type of Impact	Impact				
	1 = Very Low	2 = Low	3 = Medium	4 = High	5 = Very High
<b>Financial</b>	< £50k	£50k < £100k	£100k < £250k	£250k < £500k	> £500k
<b>Compliance</b>	Minor breaches by individual staff members	No fine, but some disruption to services	Fine with some disruption to services	Fine and significant disruption to services	Fine and extreme disruption to services with the potential to lead to collapse of the business
<b>Reputational</b>	Negative coverage in local/state/social media	Series of negative coverage in local/state/social media	Extensive negative local/state/social media coverage	Extensive negative nationwide media / widespread social media coverage	Extensive extremely negative nationwide or international media coverage / viral social media coverage
<b>Environmental</b>	Environmental exposure immediately contained	Environmental exposure contained with active management over a short period of time	Environmental exposure contained with active management and outside assistance over a short period of time	Significant environmental exposure contained with active management and outside assistance over an extended period of time	Critical environmental exposure with significant detrimental effects

### Compliance and Reputational Reporting

At each Board meeting, a designated Company employee shall present a report on the incidence and severity of operational, compliance and reputational incidents at the company and the financial impact of such incidents. Statistics shall be presented for the current financial period and compared with the equivalent period in the prior reporting year.

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## Environmental Reporting

At each Board meeting, a designated Company employee shall present a report containing statistics on a number of measures to indicate the company's impact on, or positive contribution to, its local environment.

To the extent that these statistics are not readily available, the Company shall attempt to implement the necessary processes and procedures for this information to be obtained as soon as reasonably practicable.

The environmental report should be presented in a standardised format in line with the below example.

Measure	Q1 2023	Q1 2024	YTD 2023	YTD 2024
Energy Consumption (Mwh)				
Road fuel consumed (Litres)				
GHG emissions scope 1 (KG)				
GHG emissions scope 2 (KG)				
Waste generation (Tonnes)				
Water Consumption (m <sup>3</sup> )				

## Training

Annual ESG training is completed by those within the organisation who are responsible for and have oversight of ESG as part of their role. The Company will monitor and track the number of FTE employees who have undergone training during the year and the total annual expenditure on training for its employees.

Direction and oversight of the Environmental, Social and Governance Policy is the responsibility of the Workdry International Board which has delegated day-to-day management responsibility to the respective CEO.

**This Policy applies to all Workdry International Companies, including both Selwood and Silbuster businesses. This Policy will be reviewed annually.**



**Richard Brown**  
CEO – Workdry International  
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