

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.

Specifically, Workdry International Ltd. aims to achieve this by:

- Ensuring that our vision and ESG objectives are relevant, understood and communicated and that our employees demonstrate alignment to them.
- Identifying all material ESG risks in the business activities undertaken by Workdry International and ensuring that the risks are fully considered and managed in a responsible and ethical way.
- Ensuring that key decisions are only taken after full consideration of all material ESG issues and risks.
- Including ESG as an agenda item for all Board meetings and establishing standardised Board reporting to monitor incidents and their impacts.
- Identifying an individual at the Company who is responsible for ESG matters.
- Setting targets for environmental, social and governance matters which will be reported, monitored, reviewed and disclosed to our employees and shareholders.
- Providing appropriate information, instruction and training and ensuring that this policy is communicated to all persons working for Workdry International companies.
- Working together with our customers, suppliers and business partners to encourage them to adopt the principles or similar policies with the same outcomes.
- Aspiring to achieve benchmark levels in environmental, social and governance performance and making these themes core to what we do.
- Contributing to the United Nations Sustainable Development Goals, in particular, SDG 6 “Clean Water and Sanitation”, SDG 8 “Decent Work and Economic Growth”, SDG 9 “Industry, Innovation and Infrastructure”, SDG 12 “Responsible consumption and Production”, SDG 13 “Climate Action”, SDG 14 “Life Below Water”.

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 and monitoring of key environmental metrics material to the Company, including energy, greenhouse gas emissions, water and waste.

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- Maintain Environmental Management System in line with ISO14001:2015.
- 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.
- 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 and timely stakeholder engagement, 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 in order 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.

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.
- 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.

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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. These metrics include personal injuries and fatalities, operational incidents, energy consumption, GHG emissions, water and waste consumption, 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.

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
Financial	< £50k	£50k < £100k	£100k < £250k	£250k < £500k	> £500k
Compliance	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
Reputational	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
Environmental	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.

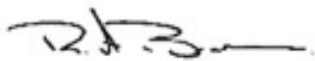
Measure	Q1 2023	Q1 2022	YTD 2023	YTD 2022
Energy Consumption (Mwh)				
Road fuel consumed (Litres)				
GHG emissions scope 1 (KG)				
GHG emissions scope 2 (KG)				
Waste generation (Tonnes)				
Water Consumption (m ³)				

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 Siltbuster businesses. This Policy will be reviewed annually.



Richard Brown
CEO – Workdry International
November 2022