

RECONOMY GROUP SUSTAINABILITY POLICY

This statement sets out Reconomy Group's strategic commitment to sustainability.

Reconomy Group is an innovative, tech-led provider of circular economy-focused services, with the purpose of creating a truly sustainable world by conserving finite resources. Supporting businesses around the world to improve their Environment, Social and Governance (ESG) outcomes, Reconomy Group delivers services through three main verticals – Recycle, Comply and Re-use.

We want to be recognised as the leading sustainable business in our service sectors.

We will lead our sectors by promoting innovative sustainable and circular solutions. This policy reflects our commitment to fully integrate sustainability into all activities and areas of our business. It will be delivered through our Sustainability Strategy, which identifies the UN Sustainable Development Goals (SDGs) we can align and contribute to, along with additional supporting policies and values as follows:

Social Value

We will use our unique position, working with customers and suppliers to invest in and build community relationships. Promoting volunteering, reducing the skills gap and overcoming barriers to employment. We will measure and report on the impact.

Employment and skills: we will address the skills gaps by supporting employment into our sector. We will employ locally, promote diversity and uphold equality of opportunities to all. We will attract, motivate and engage talented people who share our Values.

Community engagement: by addressing local community needs and encouraging our people to volunteer, we will invest and aim to have a positive impact on the environment and people in the areas we live and work.

Health and safety: through the way we work, we will achieve and maintain a culture of zero harm. These same high standards are required of suppliers working on our behalf.

Environmental Value

We will reduce our impact on the environment and lead the industry working with customers and suppliers to develop circular solutions, reducing materials used, increasing the value of materials to be disposed of and use efficient routing and transitioning our transportation to be low carbon.

Reduction: we will tackle climate change by actively reducing our use of energy and emissions arising from our operations including facilities, transport and our clients' operations.

Resource use: by working with suppliers and customers, we will reduce materials used, increase the value of materials to be disposed of and be innovative about wastes that are difficult to recycle. We will actively move our sectors towards a circular economy model.

Compliance: we will ensure the highest levels of legal compliance for ourselves, our customers and suppliers.

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1

Business Value

We will ensure compliance, maximise efficiency and work with our suppliers, including voluntary, community social enterprises, small and medium sized enterprises, to develop innovation through partnership that focuses on customer needs now and in the future.

Governance: we will conduct our business with integrity and ethics in line with our values and policies and, ensuring that there is no modern slavery or human trafficking in our business, deliver our sustainability goals.

Customers: we will use our expertise, drive innovation and add value to deliver sustainable, circular solutions for our clients, reducing costs whilst increasing efficiency.

Supply chain: we will work with our supply chain to deliver sustainable innovations that maximise value for our customers. We will implement a sustainable procurement framework and deliver this through the Sustainable Supplier Charter.

Our policy will be delivered by:

Managing the impacts and opportunities arising from our service and supply chain.

- Driving and communicating this strategy, helping our customers to meet their sustainability objectives, whilst reducing our impact on the environment and contributing to a healthy society.
- Ensuring the real involvement of all our people, our customers, our supply chain and stakeholders.

We will monitor the implementation of this policy through:

- regular reports on our ESG KPIs to the Board
- implement a sustainability governance structure
- the use of Ecovadis to assess, evidence and benchmark our progress.

Reconomy Group has made public commitments to the United Nations Global Compact (UNGC) principles and Science Based Targets initiative (SBTi).



Paul Cox

Chief Executive Officer, Reconomy Group

19th April 2022

