Energy, Carbon & Resource Management Policy

Purpose

H Foster is committed to reducing our environmental impact and improving the way we use energy and resources.

We aim to reduce energy consumption, lower greenhouse gas (GHG) emissions, reduce waste and support a more circular economy.

Our approach is aligned with the principles of the United Nations Sustainable Development Goals (SDGs), particularly those relating to climate action, responsible consumption and production, and affordable and clean energy.

Scope

This policy applies to our operations, employees and relevant business activities.

We recognise the need for collaboration in order to achieve meaningful progress towards sustainable operations and we will strive to build relationships with suppliers, customers, and other stakeholders to promote energy efficiency and conservation.

Carbon Management

We are committed to measuring and reducing our greenhouse gas (GHG) emissions as part of our net zero journey

We will

- Maintain a GHG emissions baseline and track our annual performance against it
- Measure and report our Scope 1 and Scope 2 emissions
- Add relevant Scope 3 emissions to our reporting as reliable data becomes available
- Complete a Carbon Reduction Plan annually
- Identify opportunities to reduce emissions and improve energy efficiency
- Monitor progress against our carbon reduction targets and review our performance

Energy Procurement

Acknowledging that electricity procurement is a substantial annual cost and requires careful management, where feasible, the company will seek out suppliers who offer renewable energy sources

Energy Consumption and Efficiency

We will monitor and improve our energy use across the business.

We will:

- Carry out energy audits quarterly to identify areas where energy use can be reduced
- Monitor energy consumption and look for opportunities to improve efficiency.
- Use energy-efficient equipment where practical
- Reduce unnecessary energy use
- Maintain equipment to help ensure it operates efficiently
- Consider energy efficiency when purchasing or replacing equipment.
- Encourage employees to switch off lights and equipment when not in use and use energy responsibly

Waste Management

We will follow the waste hierarchy by prioritising reduce, reuse, repair, recycle, recovery and disposal.

We will

- Monitor the amount of waste we produce
- Look for ways to reduce waste and unnecessary materials
- Use recyclable packaging where practical
- Reuse and repair items where possible
- Purchase reconditioned IBCs and drums where suitable
- Recycle materials where facilities are available
- Use appropriate waste management providers
- Regularly review our waste performance and look for ways to improve

Employee Awareness and Training

We recognise that employee engagement is essential to achieving our environmental objectives.

We will provide appropriate information, communication and training to help employees understand

- Our environmental commitments and objectives
- The importance of energy efficiency and carbon reduction
  Waste prevention, segregation and recycling

- Resource efficiency and circular economy principles
- Their responsibilities in supporting this policy

Environmental awareness will be reinforced through appropriate internal communications and engagement activities.

Compliance

H Foster is committed to complying with applicable environmental legislation, regulations and other relevant requirements.

We will monitor relevant legal and regulatory requirements and take appropriate action where changes may affect our environmental responsibilities

Monitoring, Measurement and Reporting

We will monitor our energy, carbon & resource management KPIs and review progress regularly

Our key measures will include:-

Focus Area	Target	KPI/Measurement
Energy Consumption	5% reduction in energy consumption each year against the baseline	% decrease in energy consumption
Carbon Emissions	Achieve net Zero GHG emissions across our operations by 2035, with annual emissions reductions tracked against our baseline year	Achieve net zero GHG emissions by 2035
Waste	Reduce waste metric by 5% per annum	% decrease in waste produced
Resources	80% of all packaging purchased to be recyclable	% of packaging that is recyclable
Circular Economy	Increase resource efficiency and reduce reliance on virgin resources	Progress against identified circular economy initiatives

- Continual Improvement

H Foster is committed to continually improving its environmental performance.

We will periodically review our environmental objectives, targets, risks, opportunities and action plans to ensure that they remain relevant and appropriate to our business activities.

- Document Control and Review

This policy will be periodically reviewed to align with emerging best practice. Any amendment to it and the date when the change will come into effect will be advised to employees under the usual mechanism for company policy updates. By implementing this Energy, Carbon & Resource Management Policy, we aim to contribute to a more environmentally-responsible supply chain and create a positive impact on our stakeholders and the world around us.

Simon & Tom Eggar
Managing Directors
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