# Sustainability Policy

Polyco Healthline Ltd is committed to ensuring the operations and business practices are sustainable in order to provide an ongoing service to our customers. The sustainability policy drives our sustainability process and aligns the purpose and strategic objectives of the company.

## Purpose

- The purpose of this policy is to set out Polyco Healthline's approach and commitment to sustainability.
- The policy supports the company's strategic direction and serves as a basis for establishing our supporting programmes and initiatives.

## Scope

This policy applies to all activities of Polyco Healthline Ltd and our impact on sustainability.

## Definitions

For the purpose of this policy the following definitions apply.

- **Enistic and Plato**

  Enistic are an energy management company that facilitates the measurement, reporting and reduction of an organization's carbon emissions through their Plato carbon management platform.

- **Papaya**

  Papaya is a cloud-based training and compliance portal for the definition, tracking and fulfilment of governance, risk management and compliance reporting.

- **phAmbition**

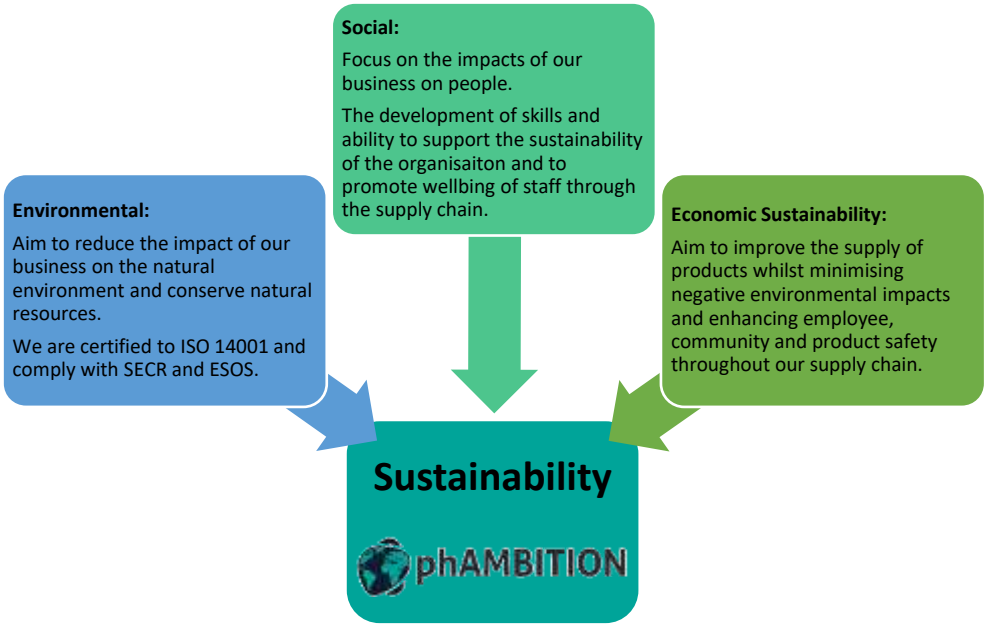
  phAmbition is Polyco Healthline's sustainability programme which aims to address social and environmental challenges through continuous improvement within our own working practices.

- **Sustainability**

  The United Nations Commission defined sustainability as 'meeting the needs of the present without compromising the ability of future generations to meet their own needs'. It is how we avoid the depletion of natural resources through our activities.

## Policy Statement

Our Sustainability process is based on the principles below:




It is the policy of Polyco Healthline Ltd to:

- Develop, maintain and operate resources in an environmentally responsible manner.
- Make a positive and commercially realistic contribution to improve the environment.
- Ensure that the threat of pollution in any form from company activities is identified, monitored, controlled and where possible eliminated.
- Minimise the consumption of materials, fuel energy and water.
- Recycle as much as economically feasible.
- Eliminate or minimise any harmful effects of company activities upon employees. customers, neighbours and the public.
- Develop a programme of sustainability that addresses social and environmental challenges, promotes well-being for everybody and supports a healthy, thriving world.

To deliver on this policy Polyco Healthline Ltd has launched its sustainability program phAmbition.

phAMBITION
OUR SUSTAINABILITY PROGRAM

The program is based on the UN's 17 sustainable development goals and will build upon our successes and set targets to work towards a sustainable future.

Sustainable sourcing is a cornerstone of this program, and we will be working closely with our supply chain to support responsible sourcing of products.

Polyco Healthline has a dedicated team working on our phAmbition programme, which is based on the goals below:

**Reduce:** We pledge to monitor and work towards continually reducing our carbon footprint by reducing or offsetting greenhouse gas emissions produced by company activities, with the aim to reach Net Zero by 2045.

**Rethink:** We pledge to encourage wellbeing, support economic independence and inspire individual development in our employees and the wider community.

**Research:** We pledge to reduce waste to landfill' aiming to offer alternative solutions for our products where possible by 2030.

**Recycle:** We pledge to eliminate unnecessary plastic and incorporate recycled or recyclable packaging materials across our product range.

**Restore:** We pledge to restore and protect vulnerable natural habitats in partnership with conservation and wildlife charities, through actions such as charitable donations, sponsorships, collaborations and staff involvement in local environmental initiatives.

As part of the phAmbition program and our sustainability commitment and objectives, we have implemented the following practical steps:

- Reduce gas consumption through the replacement of gas boilers with electric alternatives.
- Make use of future fleet technology, in addition to efficient loading, flexible scheduling, load consolidation and back-loading where this is compatible with the service requirements of customers.
- Minimise the use of lighting, heating, paper and other material consistent with the comfort of employees and requirements of the business.
- Sourcing electricity from renewable sources and through the installation of additional solar panels to our DC5 warehouse.
- Introduction of a salary sacrifice scheme for electric vehicles that allows employees to lease EVs saving money while reducing emissions.
- Regularly review business costs, environmental performance and regulatory compliance.
- Restoring and protecting vulnerable natural habitats, with a special focus on our oceans. We believe that safeguarding our environment is not just a responsibility, but a collective mission that requires collaboration and dedication (phAmbition). This is further supported through the introduction of our corporate social responsibility days.
- UN's 17 sustainable goals The Sustainable Development Goals are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate change, environmental degradation, peace and justice.
- Work with Enistic and Plato, an energy management company that facilitates the measurement, reporting and reduction of an organization's carbon emissions through the use of their Plato carbon management platform.

Polyco Healthline is compliant with Streamlined Energy and Carbon Reporting (SECR), Energy Savings Opportunities Scheme (ESOS), and is collating its scope 1, scope 2 and relevant scope 3 emissions, to become compliant with PPN06/21. The company also has a published carbon reduction plan in place, with the aim to reach NetZero by 2045.

We are working towards ESOS phase 4, to achieve qualification by 31 December 2026 with compliance notification submission by 05 December 2027.

## Responsibilities

### *Board*

The Executive Directors and Board provide support and strategic direction for the company's sustainability management system and strategy.

### *Departmental Managers*

Departmental managers are responsible for ensuring:

- Staff understand the process and policies in each of their departments
- That any environmental management training (including induction and policy training) is recorded on the company Papaya platform.
- Educating and working with staff and contractors to minimize energy consumption.

### *Procurement and Sustainability Department*

The Procurement and Sustainability department is responsible for:

- The company's sustainability and phAmbition program.
- Promotion of phAmbition with stakeholders.

### *Technical Department*

The technical department is responsible for:

- Management representative and management review
- Management of the company compliance register
- Collation of energy data from the business, working with all departments.
- Uploading of energy to the Plato software platform.
- Data analysis and reporting of the company performance.
- Tracking and follow up of objective progress and management review actions.

### *Employees*

Employees are required to comply with the company's policies and procedures as set out in their employment contract, handbook, and training plans.

Sustainability consideration and the efficient use of energy is the responsibility of every member of staff.

## Communication

This policy is communicated through the company shared drive, company website (www.polycohealthline.com) and forms part of the induction training programme. It will be made available to all interested parties.

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| **Signature:** | | **Place of Issue:** | Bourne, PE10 0DN, UK |
| **Name:** | Brett Wakeley | **Date of Issue:** | 23/03/2026 |
| **Position:** | Chief Commercial Officer | **Date of Review:** | 23/03/2026 |