



We are **dedicated to integrating sustainable and eco-friendly practices** company wide, to encourage **environmental accountability** and contribute to a **more sustainable future**

ESG STRATEGY
2026 UPDATE

Environmental, Social and Governance (ESG)



At **Neville UK PLC**, Environmental, Social and Governance (ESG) responsibility is integral to how we operate, innovate and grow. In 2026, our focus is on strengthening transparency, improving resilience and delivering practical sustainability outcomes that matter to our customers, colleagues and supply chain partners.

Environmental Responsibility

Nevilles regularly reviews our carbon baseline to better understand and manage the environmental impacts of our operations. To enable us to identify priority emission sources, improve energy efficiency and support informed decision making on future reduction initiatives.

Social Responsibility

Our colleagues, supply chain partners and communities remain central to our success. Nevilles promotes safe, fair and ethical working conditions, with clear policies covering health and safety, labour standards, equality and wellbeing. Through supplier engagement, we seek to reinforce responsible practices across our value chain while supporting continuous improvement.

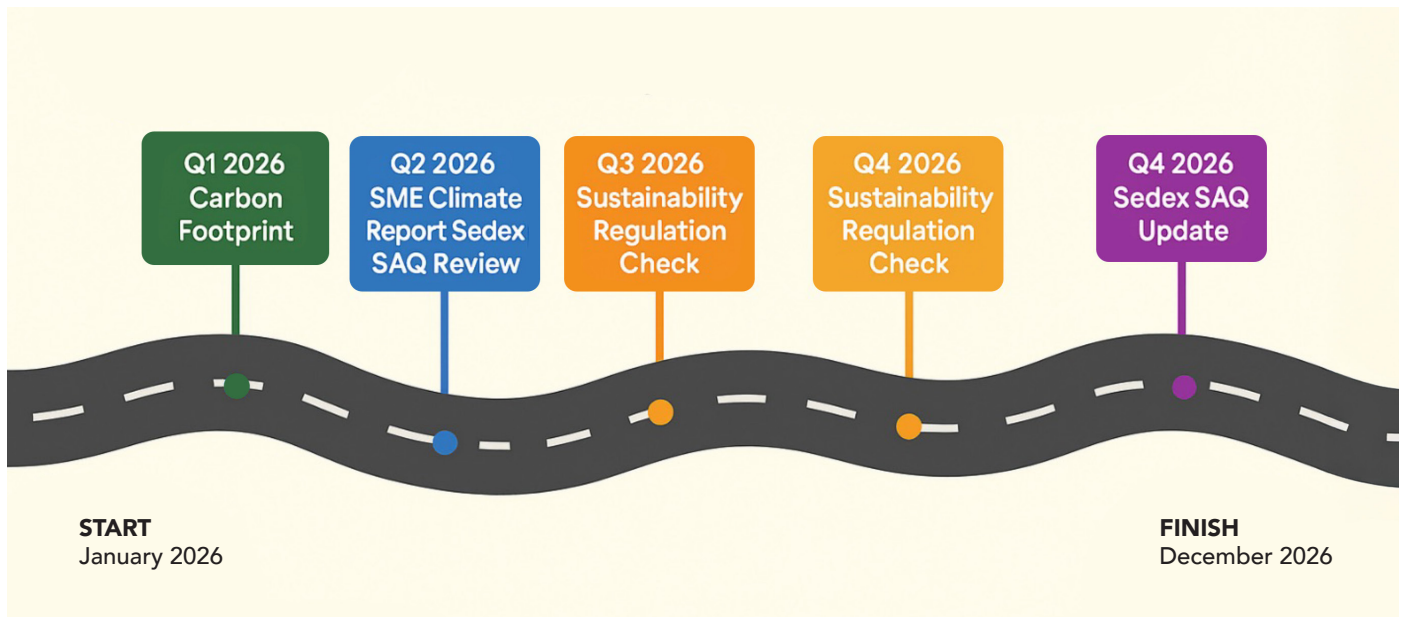
Governance and Compliance

Strong governance underpins our ESG approach. In 2026, we continue to review sustainability related regulatory requirements to ensure ongoing compliance and readiness for future expectations. We ensure clear accountability, documented policies and transparent reporting processes to support responsible decision making and assurance.

Looking Ahead

Neville UK PLC is committed to progressing ESG responsibly, pragmatically and transparently, ensuring sustainability remains aligned with our business objectives and long term resilience.

2026 Sustainability Roadmap



We have clear milestones to achieve throughout the year, which lead into the objectives below.

- Maintain our progress with the 8 Sustainable Development Goals (SDG's) **Nevilles** have committed to since 2019.
- Continue our Supplier Audit Questionnaire (SAQ) in accordance with Sedex guidelines through review and update.
- Continue to report our Carbon Emissions and offset this through a Verified Carbon Standard (VCS) expanded scheme. (Beyondly)
- Plan for collating data for our Materiality Matrix to adhere to regulatory requirements – CSRD.
- Neville UK PLC has joined the SME Climate Commitment to align with climate science, reduce scope 1 and 2 emissions, and work towards net zero by 2050 as part of the UN backed Race to Zero campaign.

Our scope of activity is broad, but **Nevilles** are committed to:

- Net Zero and reduced emissions
- Improving recycling and waste disposal
- Aligning ourselves with renewable energy providers
- Investing in diversity, wellbeing and talent
- Working on fairer pay and an inclusive culture
- Enhancing HR Support

In 2026, we offset 14 tonnes of CO₂e from our 2025 emissions, bringing our total offset since 2019 to 370 tonnes of CO₂e across our scope 1 and 2 footprint.

Neville UK PLC uses Ecologi to support certified carbon reduction initiatives whilst transparently tracking and sharing our progress toward net zero - ecologi.com/nevilleukplc

As part of **Nevilles** commitment to continuous improvement and maintaining the highest standards. We are certified to ISO 9001:2015, ISO 14001:2015 and ISO 22301:2019 compliance standards and we are a member of Sedex. In 2025, we added FSC™ to our portfolio of Standards.

Neville UK PLC has worked closely with all of our manufacturers to eliminate unnecessary plastic packaging or replace with solutions containing at least 30% recycled content. These improvements have delivered measurable reductions in plastic use across our supply chain to date.

Our NET Zero Roadmap

We are dedicated to integrating sustainable and eco-friendly practices company wide, to encourage environmental accountability and contribute to a more sustainable future, which aligns with our SME Climate commitment.

Our Targets:

1. Aim to reduce our operational (scope 1 and 2) emissions by 50% by 2030.
2. Achieve Net Zero by 2050 across our scope 1 and 2 emissions in line with the UK Government strategy.
3. Update our progress on an annual basis.

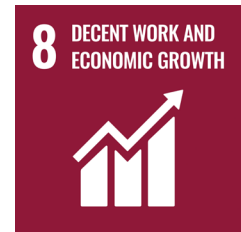


Sustainable Development Goals (SDG's)



Our SDG's

Using 8 out of the 17 United Nations (UN) Sustainable Development Goals (SDG's), which were formed in 2015 as an agenda for Sustainable Development by 2030, we are committed to take action for people, to end poverty and inequality, protect the planet and ensure that all people enjoy health, justice and prosperity. Alongside this we have registered with SDG Action Manager, which is a digital tool which helps us identify, plan, implement, and track actions that contribute to achieving these SDG's. It provides a structured framework to manage our sustainability efforts and measure our impact on global issues like poverty, climate change and inequality.





SDG 1 - No Poverty

We require suppliers to follow a clear Code of Conduct, promoting fair labour practices, responsible sourcing and respect for human rights.



SDG 3 - Good Health & Wellbeing

Employee wellbeing is prioritised through Mental Health First Aiders, an Employee Assistance Programme, health initiatives and safe working environments



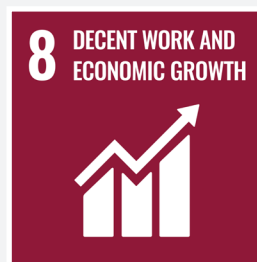
SDG 4 - Quality Education

We invest in training, apprenticeships, work experience and structured development plans to support continuous learning.



SDG 7 - Affordable & Clean Energy

Our operations are powered by 100% renewable electricity, with LED lighting and electric handling equipment across our warehouses.



SDG 8 - Decent Work & Economic Growth

We promote fair employment, diversity, equality and inclusion throughout our business and supply chain.



SDG 9 - Industry, Innovation & Infrastructure

We launch over 500 new products each year, supported by dedicated Quality Assurance teams to ensure durability, compliance and innovation.



SDG 12 - Responsible Consumption & Production

Since 2021, we have removed 4.5 tonnes of plastic from packaging and transitioned to fully recyclable warehouse materials.



SDG 13 - Climate Action

We have offset 370 tonnes of CO₂e since 2019 while continuing to reduce emissions through efficient logistics and energy use

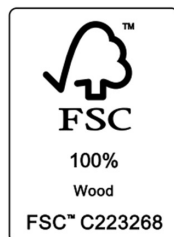
What this means for our Customers

- Ethically sourced products
- Reduced packaging and plastic waste
- Reliable, fit-for-purpose quality
- Lower environmental impact
- Transparent and responsible business practices

By aligning with globally recognised United Nations SDG's, **Neville UK PLC** is committed to supplying products that are responsible, high-quality and built to last.



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