



**SUSTAINABLE
DEVELOPMENT
GOALS**



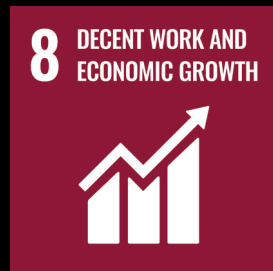


SUSTAINABLE DEVELOPMENT GOALS

Neville UK PLC supports the United Nations Sustainable Development Goals (SDG's). The SDG's are the blueprint to achieving a better and more sustainable future for all. They address various challenges faced globally including those related to poverty, health, climate change and environmental degradation.



Of the 17 SDG's, we've identified a selection of goals where we can make the biggest contribution, they are as follows:



1 NO POVERTY



Why It Matters

Nevilles' have built successful long-term trading relationships with our suppliers and customers, founded on what we see as important aspects of our ways of working – credibility and integrity, being fair and doing everything we can to ensure responsible sourcing.

Key Points

- Ensure decent, fair and equal pay to all workers, free of discrimination
- Where possible, ensure new opportunities for job creation and upskilling / training are available for current and future workers

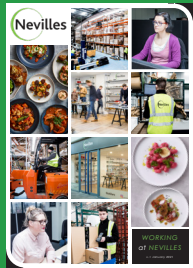
Actions

- Publication of a modern slavery policy annually
- Progress SEDEX membership and SRM development
- The development of training / L&D matrix for all staff
- All suppliers to complete audit questionnaires to an approved level

Our Goal

- All suppliers trading with Nevilles' have demonstrated compliance and support for this SDG

3 GOOD HEALTH AND WELL-BEING



Why It Matters

Nevilles' has always had the health and well-being of its employees at the heart of its operation. We expect this goal to be shared with all partners in our supply chain.

Key Points

- Ensure a substantial quantity of hygienic welfare facilities are available
- Ensure sufficient levels of training in material / chemical handling and supply appropriate personal protective equipment
- Monitor workers' hours and task allocation to ensure staff are qualified to use workplace equipment and machinery
- Allocate suitable shift patterns for workers to safeguard their health and well-being, ensuring it remains a priority
- Ensure workers have access to appropriate equipment to prevent injury during work, paying particular attention to any transport or machinery related activities
- Establish policies that cover and support mental health issues

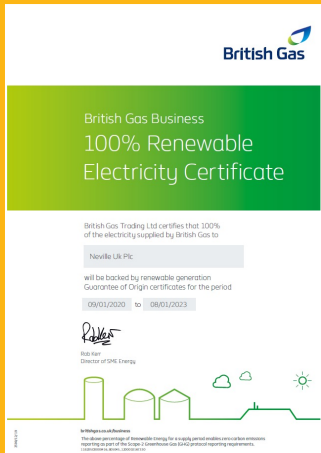
Actions

- Progress SEDEX membership and SRM development
- Include relevant elements into Lunch & Learn training sessions (such as Financial well-being, Mental Health well-being)
- Continued support of Mental health first aiders
- Continue to offer healthy eating options at all internal provisions
- All suppliers to complete audit questionnaires to an approved level

Our Goal

- Ensure continued promotion and support for healthy living and well-being both within Nevilles and our suppliers

7 AFFORDABLE AND CLEAN ENERGY



Why It Matters

Nevilles' have the desire to minimise our environmental impact by ensuring we access our energy supply from a sustainable source; therefore we will take the lead by supporting both our workforce and the supply chain in which they interconnect on ways we can achieve this.

Key Points

- Measure, monitor and improve energy efficiency of the business' outputs
- Provide education and awareness for staff on the issues and benefits of energy efficiency

Actions

- Minimise our environmental impact- implement sustainable energy throughout the business
- Ensure compliance to ISO 14001
- All suppliers to complete audit questionnaires to an approved level

Our Goal

- Reduce our overall energy consumption and increase our use of energy from sustainable sources

8 DECENT WORK AND ECONOMIC GROWTH



Why It Matters

It's Nevilles' responsibility to make sure that their workers work in a clean and safe environment, when these standards are maintained, the workforce tends to propel higher levels of productivity. In turn, this has the potential to contribute to greater economic growth. We also have this expectation within our supply chain.

Key Points

- Providing and ensuring equal opportunities and equal treatment to all staff regardless of gender, race or sexual orientation
- Ensuring decent, fair and equal pay being provided on time
- Implementing policies on the identification and removal of forced, trafficked and child labour, ensuring these potential workers are supported throughout the process
- Protecting the labour rights of all workers, especially migrant workers and female migrants, as well as those in precarious positions

Actions

- Implementation and validation of Nevilles' Code of Conduct

Our Goal

- Creation and implementation of the Nevilles' Code of Conduct

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Why It Matters

Neville UK recognises its responsibility to act and produce goods and provide a service in a way that has a minimal negative impact on the surrounding environment and people. Responsible consumption is important throughout the whole supply chain from manufacturer to consumer, at Neville UK we acknowledge the important role we play in allowing this behaviour to take place by offering clear sustainable solutions.

Key Points

- Monitoring and reducing resource use to prevent unnecessary waste throughout all processes of the business
- Providing education, awareness and advocacy for employees on how they can meet company targets and policies for responsible production
- Educating consumers on how they can take responsibility of their own consumption and disposal of waste

Actions

- Recycling initiatives - ensure adequate waste / recycling facilities are provided
- Provide departmental training to employees to educate and advocate better waste management
- Continued review of product packaging during resource projects and new product development
- Provide adequate 'End of Life' practices for all products
- Ensure compliance to ISO 14001
- All suppliers to complete audit questionnaires to an approved level

Our Goal

- All paper-based product packaging to be sourced from FSC-certified sources
- To reduce the use of plastic packaging throughout the supply chain
- Where practical and possible, provide clear recycling information on all product packaging

13 CLIMATE ACTION



Why It Matters

Throughout the world and across all industries, climate change is arguably the most critical challenge we face. The actions of businesses and the impact supply chains have already contributed to extensive damage to the planet and its people. Neville UK is committed to the cause and recognises that by implementing certain operational changes, we have the potential to significantly help reduce our own negative climate action.

Key Points

- Reduce waste and emissions from internal operations
- Continuously assess the risks from climate exposure to ensure the safety of your business and workforce
- Monitor the environmental effect of your supply chain, especially in relation to transportation of products for example shipping, aviation and vehicles

Actions

- Where practical and possible, encourage the use of technology as a communication tool for meetings with key stakeholders
- Continued improvement of purchasing programme to reduce reliance on air freight
- All fleet operators, which Nevilles' has direct relationships with, are members of FORS.
- All suppliers to complete audit questionnaires to an approved level

Our Goal

- To operate as a carbon neutral company through a combination of improved energy efficient processes and carbon offsetting schemes