

Environmental and Corporate Sustainability Policy

In addition to our current Environmental Policy, we are committed to sustainable development (meeting the needs of the present without compromising the ability of future generations to meet their own needs) as a guiding principle within our work. Concern for the environment is an integral and fundamental part of this commitment. Our aim is to reduce the impact on the environment from our operations.

Our environmental/sustainability overall aims:-

We will assess the environmental impacts of our operations and set objectives and targets to ensure that we improve our environmental performance. We will regularly review and update these targets.

As part of our overall strategic sustainability aims, we will:

- promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce.
- reduce the use of energy, water and other resources.
- minimise waste by reduction, re-use and recycling methods.
- comply with all relevant environmental legislation/regulation.
- ensure that all our policies and services are developed in a way that is complimentary to this policy.
- encourage our staff to commit to the sustainable development philosophy.
- identify and provide appropriate training, advice and information for staff and encourage them to develop new ideas and initiatives.
- provide appropriate resources to meet the commitments of this policy, and
- promote and encourage involvement in local environmental initiatives/schemes.

This policy is available to all staff on the shared drive and has been drawn to their attention. Senior Management awareness will be raised via regular briefing as a key agenda item at the Management/Leadership meetings.

Key Objective

- Net Zero Emissions by 2050 or reduction in the tCO₂e per thousand moves by 75%.

Current Actions to achieve the key objective :-

- Movement towards a greater reliance on Virtual Surveys, to reduce the number of Home Surveys conducted by field salesteam. 70% in 2023 June YTD versus 5% in 2019
- Introduction of Recycling Services for Commercial Customers to reduce amount of Landfill Waste. Recent agreement with Business 2 Schools for furniture reuse.
- Driver CPC Training – All Drivers are trained to ensure they drive in a fuel-efficient manner to reduce the impact of emissions on the local environment.
- Paperless workplace - continued roll out of electronic records document management system and online services initiatives to reduce need for paper.
- Environmental Management System – EMS in place for the Office/Commercial product, apply same principles for other job types.
- Air freight reduction v Sea freight increase.
- Site energy audits – Completion of move to LED lighting for all branches by end of 2024
- Reduce single use plastic packing materials.
- Improve Environmental awareness amongst staff and promote green housekeeping issues.
- Utilities Procurement: Renewable Tariffs to be negotiated for all locations by 2025.
- Implementation of Move and Give Charity Initiative
- Compliance to Euro 6 Emissions for all new vehicles brought on Fleet. 76% of Fleet is compliant as of May 23 v 55% in March 21
- Continue to encourage employees to choose electric or plug in hybrid company vehicles – % of Company vehicles has increased from 12% in 2019 to 83% in 2023.
- Continue to encourage employees to travel by train rather than plane.

Additional Projects to underpin Strategy

- Partner with Global Climate Partner on Biodiversity project, focused on tree planting in developing countries.
- 2023 Waste Management Policy Improvement Initiative Project
- Carbon offsetting with customers (EcolegIT – algorithm for each move).
- Joint projects with Key accounts.

Social:

Health, Safety and Wellbeing

Kelerbay promote health, safety and wellbeing of its employees, customers and communities by way of our Health & Safety policy statement.

Kelerbay Limited regard the promotion of health and safety measures as a mutual objective for management and employees at all levels.

It is therefore the policy of Kelerbay Limited to do all that is reasonably practicable to prevent personal injury and damage to property and to protect everyone from foreseeable work hazards, including the public, in so far as they come into contact with the company or its employees.

In particular Kelerbay Limited has a responsibility: -

- * To provide and maintain safe and healthy working conditions, taking account of statutory requirements.
- * To provide information, instruction, training and supervision to enable employees to perform their work safely and efficiently.
- * To make available all necessary safety devices and protective equipment, and to supervise their use.
- * To maintain a constant and continuing interest in Health and Safety matters applicable to organisational activities.
- * To provide a safe place of work and safe systems of work which ensure; that plant, equipment and buildings are safely designed, operated and maintained, and as far as possible, ensure that no risks occur from handling, storage or transport of any items.

Employees have a duty to co-operate in the operation of this policy: -

- * By working safely and efficiently and by properly using any protective equipment provided.
- * By reporting incidents that have led - or may lead - to injury or damage.
- * By adhering to organisational procedures for securing a safe place of work.
- * By assisting in the investigation of accidents with the object of introducing measures to prevent a recurrence.
- * Employees have a legal responsibility to take reasonable care for the health and safety of themselves and others and ensure that no employee interferes with, or misuses anything provided in the interests of health and safety.

This policy is reviewed by our Health & Safety advisors on an annual basis as part of the full Health & Safety Policy (available on request).

Diversity, Equality and inclusion/Employee Engagement

Kelerbay Limited believes that a strong diversity attitude gives us a competitive advantage in our industry. As such, we have a number of policies in place to ensure staff involvement and co-operation.

Our approach is one of involvement at all levels of our business:

- Liaise with all staff on a regular basis so that they are aware of the company's policies and procedures
- Train managers and staff
- Monitor the effectiveness of the policies
- Deal with complaints effectively
- Seek the commitment of the full management team

The following policy is available on request:

- Equal Opportunities and Diversity Policy

Kelerbay strives to engage their employees by way of training and development. Our aim is to ensure that all employees have equal opportunities to learn and progress.

Learning and Development

This is achieved by way of Induction training, progression plans, on the job training and internal / external training courses.

The following policy is available on request.

- Training and Development

Community Engagement Initiatives

This is achieved by way of:

- Company Website
- Social Media
- Facebook and Twitter
- Foodbank Initiative
- MIND (Mental Health Charity) Initiative

Governance:

As per our Environmental and Corporate Sustainability Policy, we are creating a long-term positive impact by monitoring, reviewing and adding further objectives and goals.

Our policy is made available to all employees, customers and suppliers on request and will be reviewed at least annually.

As the policy has only been established in 2023 and will evolve and continuously improve to respond to changing sustainability learnings and demands, a review and communication framework has been created to ensure this is reflective of changing internal and external requirements. Whilst not exhaustive, this review platform includes: -

- Monthly Meeting conducted by the HR Director and Group Managing Director to assess existing goals and performance against them and identify new initiatives that can be introduced to supplement the policy.
- Quarterly Meeting with the Leadership Team to discuss and update the policy where required and review performance. This meeting will contain a sign-off process for any material changes to the policy or new targets. Thereafter a quarterly communication will be cascaded to all employees including performance reporting against all agreed goals and an update on any new initiatives.
- Annual audit to be completed by HR Manager to ensure policy conformance and employee engagement has been maintained via the agreed formal communication channels.
- Corporate Sustainability Programme performance to be shared with Key Suppliers and Customers during Account Meetings with any best practice acquired from partners to be considered for future policy update.