

Environmental Policy Statement

Purpose

To comply with applicable environmental laws, regulations, and customer requirements.

Responsibility

The Senior Management Team are responsible for ensuring that the environmental risks and opportunities for the business are considered and acted upon appropriately, and that the environmental management system is fit for purpose.

Day to day management is the responsibility of the Operations Manager, with support from external consultants as appropriate.

Method

Identify, measure, and manage the significant environmental impacts of the Locker Group businesses to minimise impact on the environment.

To consider environmental impact over the full lifecycle of products, from material supply through design, processing, manufacture, transportation, installation, use and end of life.

Drive continuous improvement in the efficient use of resources and reduction of pollution and waste.

Provide appropriate training for employees whose activities impact environmental performance.

Objectives

Objectives, KPIs and responsibilities will be set and monitored by the Senior Management Team during bi-annual reviews. These shall consider the environmental aspects and impacts of the business and their mitigation and improvement. These will be communicated within the group as appropriate.

Monitoring and Measurement

Performance will be measured using internally monitored KPIs for core environmental aspects.

Communication

This policy will be communicated externally on the Locker Group website.

Internally, this policy will be communicated through notice boards, staff training, and departmental managers as appropriate.

Review

This Policy and supporting procedures will be reviewed regularly by our management and operational team and proposed changes submitted for consideration at bi-annual Management Meetings.

A handwritten signature in black ink, appearing to read "A. Campbell". The signature is written in a cursive style and is enclosed within a simple rectangular box.

Andrew Campbell
Chief Executive Officer
Locker Group Ltd

6th January 2026