

Together, we are working to deliver long-term sustainable value.

NWF Group is committed to delivering long-term sustainable value across each of our three divisions. Our sustainability policy has been created to be shared with all our key stakeholders with the aim of promoting responsible practices.

Principles and values

Our sustainability policy is based upon the following principles:

- To ensure that stakeholders are aware of our sustainability policy and are aligned with our vision to be a responsible business.
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To integrate sustainability into all our business decisions across all three of our divisions to ensure a consistent approach.
- To minimise the environmental impacts of all office, manufacturing, warehouse, and transportation activities.
- To ensure environmental standards are considered and improved when business acquisitions are made.
- To make a positive impact on our stakeholders and understand their individual needs.
- To encourage our customers and suppliers to work with us to adopt process, products and technology that seek to make us more sustainable.
- To continually review and strive to improve our sustainability performance.

Our sustainability strategy

Our policy is supported by our sustainability strategy "Delivering sustainable value", which focuses on the top issues that are most significant to our stakeholders and where we have the greatest impacts on the environment and society. Our strategy consists of four strategic objectives that reflect our values and are designed to ensure we take a proactive and responsible approach to the way we operate. Through our four sustainability strategic objectives we are committed to:

1. Create a culture of safety

To achieve this, we:

- Provide the tools and equipment required to protect our employees and the wider community.
- Continually improve our safety standards within our distribution centres, manufacturing sites, oil depots and offices.
- Invest in both safety technology and training for our employees.
- Champion road safety measures to reduce road traffic accidents.

2. Invest in our people

To achieve this, we:

- Promote a range of personal and professional development courses and invest in our people at all levels.
- Look to empower future generations by providing them with a place where they can learn and grow.
- Invest in wellbeing initiatives to ensure our employees are both happy and healthy.

3. Build strong partnerships

To achieve this, we:

- Listen to our customers so we can understand their needs and offer value in a responsible and ethical way.
- Continually monitor customer interactions and improve performance.
- Seek to collaborate and innovate with our customers and suppliers to deliver sustainable solutions.

4. Respect the environment

To achieve this, we:

- Monitor our carbon emissions and seek to drive efficiencies across our operations to reduce our consumption.
- Seek to maximise fleet utilisation to ensure there are no empty running miles.
- Invest in clean fleet across all divisions and ensure fleet meets Euro-6 compliance.
- Manage our resources in a responsible way and aim to minimise waste and plastics across our supply chain.
- Promote initiatives that support and protect the natural environment.

Governance and management

Responsibility for the sustainability policy and implementation of the sustainability strategy rests with the Board of Directors.

It is responsible for:

- Reviewing, endorsing and achieving this policy's aims.
- Ensuring each of the divisions is working towards achieving the Group's long-term sustainability goals.
- Communicating the policy and promoting the strategy to key stakeholders.
- Driving continual improvement performance across the organisation.
- Developing and rolling out the supporting strategies.

Our sustainability ambitions will be achieved with the support and collaboration of our customers, suppliers, employers and other key stakeholders.

This policy will be reviewed annually and amended where appropriate.

Signed  Date **12 June 2020**

Title **Chief Executive**