

Environmental and Sustainability Policy

Malakoff Limited is 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 the work Malakoff Limited carry out.

Malakoff Limited emphasise the importance of the social, economic and environmental impact of the business in everything that the Company does, using the certification against ISO 14001:2015 to aid with this.

Malakoff Limited has an Environmental and Sustainability Policy that commits it to continuous improvement to reduce its social, economic and environmental impact on both the local area where the Company is based and the wider ranging area where the Company carries out work.

Management recognise the contribution that increased employee awareness creates to ensure the sustainability of the environment, the social development of the Company and the local area, and the economic development of the Company and the local area. Malakoff Limited expects any employee when working on behalf of the Company to keep the importance of the social, economic and environmental impacts in mind when doing their job. All employees are expected to undertake their duties so as to minimise the risk of pollution and prevent any breach of legislation as well as improving the impacts on the environment, the social development and the economic development of both the Company and the local area.

To aid in the above vision of the Company, below are some of the overall sustainability objectives of Malakoff Limited with the intent to continually improve the impact the Company has on the social, economic and environmental aspects of Malakoff Limited's work:

(a) Environmental Sustainability:

- Reduce or control the impact to the environment of Malakoff Limited's working practices by developing the Company's Working Procedures and taking into account the lifecycle of its products and services.
- Lessen the environmental impacts of the materials and methods that Malakoff Limited uses by promoting the use of materials and methods which are less detrimental to the environment.
- Promote waste minimisation within Malakoff Limited's workplaces by encouraging re-use or recycling wherever possible.

(b) Social Sustainability:

- Raise individual awareness with regard to the environment within Malakoff Limited through communicating regularly and effectively with staff.
- Continue to welcome university students and high school students into the Company for work experience.
- Continue to support local community projects and donating to charities.

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(c) Economic Sustainability:

- Continue to create work for the local community by diversifying the business and ensuring the Company continues to flourish.
- Prevent any contravention of legislation by any person under Malakoff Limited's control, thereby reducing the risk to the business.

The policy will be reviewed annually during the Management Review meeting and updated as and when any new regulations or processes are introduced within the company that affect this policy.

Signed By:



Director

Date: 23rd February 2022

Endorsed By: Allan Gould, Non-Executive Director
Douglas Stevenson, Director
Colin Duncan, Director

Date: 23rd February 2022
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