

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE STATEMENT

The Likewise Group recognises the importance of doing business responsibly and reducing any adverse impacts of its operations on the environment, as well as encouraging the same values with those with whom it does business.

When approaching the conduct of its business and operations, the Company seeks to emphasise its commitment to sustainable resources, eliminating waste, enhancement of employee well-being through its health and safety policies, commitment to people, equal opportunities, investing in new distribution facilities and operating ethically across the various jurisdictions in which it does business.

The Company has engaged in a range of responsible activities through its business operations, including investing in lower emissions vehicles and electric forklift trucks, performing due diligence on the sourcing of wood by its suppliers, recycling packaging materials and harvesting rainwater at its Sudbury national distribution centre. The Board intends to regularly review its ESG strategy and policies due to its increasing importance to the Group.

### Energy efficiency action

The below summarises some of the key actions taken in order to reduce the energy consumption of the Group:

- Continued investment in replacement fleet vehicles focusing on the phasing out of older vehicles and replacement with vehicles meeting the Euro 6 emissions requirements.
- Trial of full electric vehicles within the fleet for the UK sales force in Q4 2021 with 4 vehicles on the road in 2021. Following positive feedback from the trials, these vehicles are now on offer as a standard choice when old vehicles come up for renewal. In addition, the Group's standard company car offering has been limited to either full electric or hybrid vehicles. We also continued to invest in electric car charging points at key site locations in order to facilitate use of a higher number of electric vehicles.
- Continued investment in more energy efficient lighting of offices and warehouse sites across the UK. Furthermore, where possible, we continue to invest in new sites with favourable efficiency standards. This includes the new site established in Birmingham which has a 'BREEAM' rating of Excellent for the site's sustainability.
- In order to reduce packaging waste we collect poles from customers once a roll has been fully used and they are brought back for re-use with new rolled product.