

Sustainability Policy

Approved by: Guy Wakeley

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Introduction

This statement sets out Reconomy's strategic commitment to sustainability.

Reconomy is an international circular economy specialist that combines technology, skills and incredible people to build sustainability 'loops' that create circular opportunities for business. We do this through a tech enabled, people-powered approach that helps our customers better manage their resources, reduce waste, optimise their supply chains, and contribute in a meaningful way towards the circular economy.

It's not just about doing good; it's about doing good business for others as well as ourselves. That means combining ethical and sustainable practices, with sound future-proofed business strategies.

We want to be recognised as the leading sustainable business in our service sectors.

We will lead our sectors by promoting innovative sustainable and circular solutions. This policy reflects our commitment to fully integrate sustainability into all activities and areas of our business. It will be delivered through our Sustainability Strategy, which identifies the UN Sustainable Development Goals (SDGs) we can align and contribute to, along with additional supporting policies and values as follows:

Scope

This policy applies across Reconomy, to all our business brands.

Social Value

We will use our unique position, working with customers and suppliers to invest in and build community relationships. Promoting volunteering, reducing the skills gap, and overcoming barriers to employment. We will measure and report on the impact.

Employment and skills

We will address the skills gaps by supporting employment into our sector. We will employ locally, promote diversity, and uphold equality of opportunities to all. We will attract, motivate, and engage talented people who share our Values.

Community engagement

By addressing local community needs and encouraging our people to volunteer, we will invest and aim to have a positive impact on the environment and people in the areas we live and work.





Health and safety

Through the way we work, we will achieve and maintain a culture of zero harm. These same high standards are required of suppliers working on our behalf.

Environmental Value

We will reduce our impact on the environment and lead the industry working with customers and suppliers to develop circular solutions, reducing materials used, increasing the value of materials to be disposed of and use efficient routing and transitioning our transportation to be low carbon.

Reduction

We will tackle climate change by actively reducing our use of energy and emissions arising from our operations including facilities, transport, and our clients' operations.

Resource use

By working with suppliers and customers, we will reduce materials used, increase the value of materials to be disposed of and be innovative about wastes that are difficult to recycle. We will actively move our sectors towards a circular economy model.

Compliance

We will ensure the highest levels of legal compliance for ourselves, our customers, and suppliers.

Business Value

We will ensure compliance, maximise efficiency and work with our suppliers, including voluntary, community social enterprises, small and medium sized enterprises, to develop innovation through partnership that focuses on customer needs now and in the future.





Governance

We will conduct our business with integrity and ethics in line with our values and policies and, ensuring that there is no modern slavery or human trafficking in our business, deliver our sustainability goals.

Customers

We will use our expertise, drive innovation, and add value to deliver sustainable, circular solutions for our clients, reducing costs whilst increasing efficiency.

Supply Chain

We will work with our supply chain to deliver sustainable innovations that maximise value for our customers. We will implement a sustainable procurement framework and deliver this through the Sustainable Supplier Charter.

Targets and Objectives

Sustainability targets and objectives can be found in the following supporting policies:

- Waste Management Policy
- Environment Policy
- Sustainable Procurement Policy

Policy Delivery and Review

Our policy will be delivered by:

- managing the impacts and opportunities arising from our service and supply chain.
- Driving and communicating this strategy, helping our customers to meet their sustainability objectives, whilst reducing our impact on the environment and contributing to a healthy society.
- Ensuring the real involvement of all our people, our customers, our supply chain, and stakeholders.

We will monitor the implementation of this policy through:

- regular reports on our ESG KPIs to the Board
- the implementation of our sustainability strategy, objectives, targets and KPIs
- a set of environmental, social and business governance targets that are timebound with owners. These will be published annually in our publicly available sustainability report.





- implement a sustainability governance structure
- the use of Ecovadis to assess, evidence and benchmark our progress.

Reconomy has made public commitments to the United Nations Global Compact (UNGC) principles and Science Based Targets initiative (SBTi).

This Policy will be reviewed on an annual basis. If the Policy is amended, we will notify Reconomy colleagues of any change(s).

Name: Guy Wakeley
Position: Chief Executive Officer
Date: 7th October 2025

