



SUSTAINABILITY POLICY

To provide an effective framework for realizing PIH's commitment in creating a sustainable society by protecting and where possible enhancing the social, environmental, and economic impacts, preventing pollution, reducing social inequality, and driving sustainable economic development.

PIH is committed to creating a sustainable society actively managing our operations in a way that balances our social, environmental, and economic objectives. In recognizing this, PIH is committed to contributing to a more sustainable society and to continually improve the positive impacts by:

- Ensuring compliance with all relevant legislation and standards, and the expectations of our customers and other key stakeholders
- Ensuring our systems and procedures prevent pollution, and minimize resource consumption
- Ensuring our employees and suppliers are able and are encouraged to support our sustainability commitments
- Ensuring we continue to develop services and Products which meet the needs of the customers
- Ensuring we continually review how we can make improvements to our sustainability performance
- Agreed Shared Values, namely: Make a positive difference; Stronger together; Empower people; Do the right thing and Build on success
- Investing in People standard, Health and Wellbeing initiatives and our Reward and Recognition programs we support, encourage, and enable all employees to meaningfully contribute
- Equality and Diversity policy and positive about disability status we are committed to action on equal opportunities
- Monitoring and reporting of our CO₂ emissions
- Inclusion of Social Value requirements into our procurement policy

To realize our sustainability objectives PIH both recognizes the need for and is committed to communicating these objectives to our suppliers, employees, customers, and wider stakeholders. This is achieved via our procurement processes, and our existing communication channels to employees including the business plan, MaLoma, intranet, newsletters, Memos, team briefings and the staff induction processes.

This policy is communicated to all interested parties, periodically reviewed as part of the review of the overall Sustainability strategies to establish its stated objectives that are measured and assessed so that this policy continues to be suitable for the needs of PIH Group, its customers and employees.

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