



# Sustainability Policy

This policy outlines the expectations for James Fisher and Sons plc and all its affiliated companies ("the JFS Group") around our sustainability strategy, and ESG (Environmental, Social and Governance) performance. It applies to all employees, contractors, and related third parties globally.

## Principles and Strategy

ESG is a measurable assessment of our sustainability performance. By measuring our performance and progress, we can ensure our people work in a more sustainable, ethical way by adopting broad and targeted sustainability programmes and initiatives, and making choices that have an immediate positive impact and create future value for our stakeholders; shareholders, employees, customers and suppliers, local communities and the environment.

To bring our sustainability pillars of People, Planet and Partnerships to life, **we will:**

- Demonstrate sustainability stewardship by acting responsibly and upholding sustainable practices.
- Continuously assess how we work to make good ESG decisions and sustainable improvements without negatively impacting our stakeholders.
- Act transparently and hold ourselves to account through verifiable data disclosure and performance reporting.
- Work to company standards, procedures and policies designed to protect our people, local communities and the environment.

To care for our **people**, we ask everyone to:

- Adopt sustainable practices to attract, develop, retain and drive engagement of our talent.
- Ensure their actions prioritise equality, diversity, and social cohesion and enforce equal pay.
- Promote a diverse and inclusive workplace by recruiting from our local communities.
- Prevent modern slavery, human trafficking and child labour from taking place anywhere in our Group or supply chains.
- Prioritise the health, safety and security of our employees, customers, suppliers and local communities through education, engagement, advocacy and policy development.
- Engage with local communities to reduce harm and create a positive impact where possible.

To protect our **planet**, we will:

- Refocus and develop our portfolio (products and services), to support the global energy transition.
- Prioritise appropriate investments for us and our product lines.
- Reduce our carbon footprint by switching to low-carbon energy and fuels.
- Invest in emissions reduction initiatives to bring us closer to a net zero future.
- Adopt circular economy and lean principles to minimise waste and increase energy use efficiency.

To look after our **partnerships**, we will:

- Use expertise from industry players and Group wide to pioneer creative solutions to complex challenges.
- Maintain our position as a trusted partner for our customers and suppliers and drive shared success.
- Maintain high ethical standards with the right policies, standards and controls, and improve transparency of our supply chain.
- Work with suppliers that align with our principles and commit to sustainable practices outlined in our supplier code of conduct.

Senior Management of each company within the JFS Group are accountable for implementing and complying with our Sustainability Policy. We document and record all employee training around relevant standards and procedures related to the Sustainability Policy and ask all employees to acknowledge they will comply with said policy.

As part of our ongoing governance processes, we monitor and measure sustainability to ensure our policies are effective and being complied with. This helps us shape our policies, standards, procedures and drive continual improvement. The Sustainability Policy will also be reviewed periodically.

Together, we will ensure sustainability underpins everything we do at JFS Group.

**Jean Vernet**  
Chief Executive Officer (CEO)  
25<sup>th</sup> September 2023