

At Hub South East Scotland we recognise that our operations can have significant economic, environmental and social impacts. We are committed to assessing sustainability risks and opportunities, and thereafter taking appropriate steps to mitigate negative impacts and enhance positive impacts, for the benefit of our business, our stakeholders and the wider environment. We call this operating sustainably but recognise that others may refer to this as corporate responsibility ('CR') or corporate social responsibility ('CSR'). The result of operating sustainably is the social value that we create.

We deliver our sustainability commitment by:

- Ensuring compliance with all relevant legislation, at a minimum, and keeping informed of sustainability best practice by engaging with relevant external bodies and participating in industry forums.
- Assessing and addressing our sustainability impacts in relation to six fundamental areas – health and safety, environment, our people, communities, customers and supply chain.
- Driving continuous improvements by setting strategic sustainability targets aligned to our material sustainability issues.
- Measuring and monitoring performance against sustainability key performance indicators.
- Providing internal forums for sharing best practice and developing sustainability initiatives.
- Publicly reporting on our sustainability performance through our website and the Hub South East Scotland Annual Report.

Overall responsibility for sustainability and this Policy rests with the Board. The Board discharges this responsibility through the Chief Executive who is responsible for the implementation of this Policy.

This Policy statement applies to the whole Hub South East Scotland and is available to all employees. The policy is also made publicly available on our website. The contents of this Policy will be reviewed and updated as necessary on at least an annual basis.

Hub South East Scotland is not an employer however we operate under a series of management services and/or secondment agreements for providing staff members to Hub South East Scotland. References to Hub South East Scotland staff in this document includes all such staff members. This policy is available on Hub South East Scotland website <https://www.hubsoutheastscotland.co.uk> and/or shared with Supply Chain partners.

Signed for and on behalf of the Board:



Paul McGirk
Chief Executive
Hub South East Scotland Limited

Reviewed: November 2023