



IRISH CONTINENTAL GROUP

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Table of Contents

| | | |
|-----|--------------------------------|---|
| 1.0 | Introduction | 3 |
| 2.0 | Compliance and Training..... | 3 |
| 3.0 | Overarching Objectives | 3 |
| 4.0 | Monitoring and Reporting | 4 |

1.0 INTRODUCTION

Irish Continental Group (“ICG”) acknowledges a responsibility to ensure our services are delivered in a manner which protects our shared environment and reflects the values of wider society. Our overarching aim as a business is to achieve sustainable success, operating in harmony with the environment and contributing to a prosperous future for all our stakeholders. We pledge to conduct our operations in a way that upholds our environmental and societal responsibilities. The policy will be reviewed, at least annually, as a part of this commitment.

ICG is in the process of finalising its environmental management system (“EMS”) that functions as a Group-wide framework to facilitate the protection of the environment and to mitigate the impact of ICG’s activities in a unified and structured manner. Following completion, the Group will seek accreditation for its EMS prepared in line with the market leading ISO 14001:2019 standard. Endorsed by the ICG Board and led by senior management, the Group is working to fully integrate environmentally conscious thinking into its day-to-day operations, including a focus on those areas of our activities which have the largest effect on the environment including energy, water use, direct emissions, other waste management and pollution risk.

2.0 COMPLIANCE AND TRAINING

ICG will identify, evaluate and ensure compliance with all applicable international and local environmental laws and environmental requirements, as well as The International Convention for the Prevention of Pollution from Ships (MARPOL) and Sulphur Emissions Control Area guidance and treaty obligations.

This policy is established in conjunction with ICG’s overall Environmental and Social Governance initiative which includes a suite of policies covering employee and supplier conduct and corporate governance. These policies are available on the Group’s website and internal staff intranet. Employees are provided with appropriate training and guidance in relation to these policies on a regular basis.

3.0 OVERARCHING OBJECTIVES

- Maintain and enhance an EMS which oversees the environmental performance of our operating activities including: greenhouse gas emissions, water and waste management, fleet design and pollution.
- In recognising that small changes can deliver cumulatively large efficiencies over time, ICG has developed a Group-wide environmental framework, the objective of which is to facilitate the continuous improvement of the environmental effects of the Group’s activities in a unified and structured manner.
- ICG supports the United Nations Sustainable Development Goals (“SDG”s). While not all SDGs can align to the Group’s activities, we have prioritised six areas where we can positively contribute and are committed to in our sustainability initiatives. These are: Gender Equality, Decent Work & Economic Growth, Industry Innovation and Infrastructure, Responsible Consumption and Production, Climate Action and Life Below Water.
- We continue to review established Environmental, Social, and Corporate Governance (ESG) and sustainability reporting frameworks, including SASBⁱ and TCFDⁱⁱ, as part of our commitment to enhanced disclosure and transparency, and our process to set meaningful KPIs for the business.

- We will work to ensure that our strategic objectives are delivered in line with this policy and to proactively and meaningfully communicate on environmental matters with the company's stakeholders.
- Work to raise employee awareness and understanding of environmental issues.
- Communicate progress and objectives externally to enhance accountability.

4.0 MONITORING AND REPORTING

ICG will report on an annual basis on the implementation of this policy. Reporting will include environmental performance against previously set targets, updates to those targets, progress on longer term goals, new initiatives and compliance with regulations. Disclosure will be facilitated through adopting the principal tenets of a generally recognised environmental and sustainability framework such as; TCFD and SASB.

In addition to continuously enhancing its EMS, ICG is committed to setting environmentally focused targets. Details of those targets will be provided in the year they are set, and the Group will provide annual updates on progress toward their achievement. In time, such targets will be integrated into the performance reviews of senior management and others throughout the organisation.

ⁱ Sustainability Accounting Standards Board

ⁱⁱ Task Force on Climate-Related Financial Disclosures