



ENVIRONMENTAL SOCIAL GOVERNANCE

It is important to Eminox that we positively manage the impact and influence we have on the environment, our people, and the wider business community.

Our ESG policy will help us to do this, and by having a clearly defined strategy, which aligns with our mission and vision statements, we can make a difference.

The delivery of this strategy, through hard work and continuous improvement, will help us to achieve our goals, future proof our business, and take care of our people.

By improving our efficiency, reducing our risk, and considering the impact we make in all aspects of our business operations, we will maintain our reputation as a pioneer of emissions reduction technologies and as a responsible supplier, customer and employer.

Each member of our team has their part to play in achieving these goals. Together, we will do the right thing to create a future for us all.

ENVIRONMENT



CLIMATE

Every action we take impacts our environment. Our sustainable aspirations and integrated strategies will deliver optimum outcomes which support the economic and social development of every community we work in, globally. Through innovation and continuous improvement, we will reduce our climate and environmental impacts, improve manufacturing efficiencies, drive responsible sourcing of materials, and help all our stakeholders reduce their carbon footprint through an efficient use of resources.



RESOURCES

Every resource we use is precious. Our consideration for the sustainable management and efficient use of natural resources is forefront in our design, manufacture, and supply of products, across the world. By adopting sustainable practices, we will drive efficiencies in material consumption and labour productivity. Our sustainable procurement and manufacturing practices will minimise waste and positively impact the communities we work in.



COMMUNITY

Every community we engage supports our future and strengthens those communities. We are committed to being an employer, customer, and supplier of choice, wherever we operate in the world. By working as one team our approach enables ethical and sustainable supply chain sourcing, supports our company code of conduct and our modern slavery statement. We embrace an inclusive culture, are improving gender diversity and delivering equal opportunities in safe and healthy environments for all people.

SOCIAL



PEOPLE

Every company value we hold promotes authenticity, improvement, and respect. Attracting, developing, and retaining the right talent who are encouraged to innovate and continuously improve will drive sustained economic growth, globally. We have zero tolerance to corruption and bribery. Our policies support our people in their physical and mental wellbeing, and we prioritise zero harm. Providing valuable employment and decent work with responsible business practices across the whole value chain is essential.

GOVERNANCE



ETHICS

Every decision we make supports sustained employment, training, and growth. Our independent Board develops strategies aligned to our company values and ambitions. We positively support all stakeholders to contribute to economic productivity through diversification, creativity, and innovation. By adopting sustainable practices, in our regular employee engagement surveys and reporting cycle, we share consistent business updates to the whole workforce. We encourage/value communicating with integrity, responding proactively and encouraging active participation in creating our sustainable future; sharing our joint success through a Profit Share and Share Incentive Plan.



COMPLIANCE

Every judgement reached/made is done with integrity. We are committed to operating with a clearly defined purpose to achieve long-term sustainable success for our stakeholders through our transparent and accessible policies and meaningful engagement. We ensure good corporate governance by proportionately applying the Wates Corporate Governance principles to our activities. Identifying opportunities and risks through our operating boards and with support from an Audit Committee and a Remuneration and Nominations Committee ensures we work as one team and, do the right thing to create our future.