

Salvo Grima Group Environmental Policy

As an internationally focused and forward-looking business, Salvo Grima Group values long-term sustainability and the importance of conducting our business in an environmentally responsible manner. We recognise the importance of protecting the environment for future generations and are committed to minimising our environmental footprint through sustainable practices and the continuous improvement of our operations. To ensure transparency and accountability in all its environmental practices, the Group is also committed to reporting in accordance with relevant international environmental legislation and regulations.

The Salvo Grima Group Environmental Policy (“Policy”) sets out the requirements that Salvo Grima Group (“The Group”, “our”, and “its”) will adhere to as we deliver our strategy.

Scope

This Policy applies to the international operations over which the Group has direct control, which includes its offices, warehouses and distribution centres. The Policy will be shared with all employees and contractors, both full time and part time, and ensure those responsible adhere to it. In addition, the Policy will be shared with our suppliers, partners and consultants to demonstrate and indicate our commitment towards the environment. Where parts of our value chain are outside of our direct control, the Group will encourage all participants to adopt and recognise the principles set out in this Policy.

Policy Objectives

1. Compliance and Beyond
 - Ensure compliance with all relevant international environmental legislation and regulations and ensure that environmental information is prepared and disclosed in an accurate and transparent manner, in line with the Voluntary Sustainability Reporting Standard (VSME) for Non-Listed small and medium-sized enterprises).
 - Strive to exceed legal requirements and adopt best practices in environmental management.
2. Continuous Improvement
 - Set measurable environmental objectives and targets by identifying and addressing environmental risks and emerging trends throughout our business.

- Regularly monitor, review, and report on our environmental performance goals and objectives through annual reporting, such as our Environmental, Social and Governance (ESG) Report.
 - Continuously seek opportunities for improvement and innovation in our environmental practices.
3. Sustainable Resource Use
 - Optimise the use of natural resources, including energy, water, and raw materials.
 - Promote the use of renewable energy sources and energy-efficient technologies.
 4. Pollution Prevention
 - Minimise carbon emissions across the supply chain.
 - Implement measures to prevent and control spills and other environmental incidents.
 5. Sustainable Procurement
 - Source products and services from suppliers who share our commitment to environmental sustainability and adhere to environmentally friendly practices.
 - Prioritise sustainability in the Group's logistics practices, through the procurement of eco-friendly and sustainable products.
 6. Waste Management
 - Implement waste reduction strategies across all operations.
 - Encourage recycling and the responsible disposal of waste materials.
 7. Employee Engagement and Training
 - Educate and train employees on environmental issues and sustainable practices through innovation and knowledge sharing across the business.
 - Promote a culture of environmental responsibility and encourage employee participation at all levels in the Group's environmental initiatives.
 8. Community and Stakeholder Engagement
 - Engage with local communities and stakeholders to promote environmental awareness and sustainability.
 - Support community projects and initiatives that contribute to environmental conservation.

Implementation and Review

Implementation of this Environmental Policy is the direct responsibility of the Salvo Grima Group Board of Directors and senior management, and indirectly, all directors, employees and contractors working for the organisation.

The Salvo Grima Group Environmental, Social and Governance (ESG) Committee will oversee, monitor and report on the Policy's execution and ensure that environmental considerations are integrated into all business decisions and activities. The Committee, which is chaired by the Group Sustainability Manager, is composed of senior staff members from across the Group and appointed by the Board of Directors.

The Salvo Grima Group Corporate Social Responsibility (CSR) Committee, composed of staff members from various levels across the Group, will also be responsible for implementing the Community and Stakeholder Engagement objectives of this Policy through the involvement of all Group staff members.

Conclusion

Salvo Grima Group is committed to being a leader in environmental stewardship. By adhering to this Policy, we aim to reduce our environmental impact, contribute to the well-being of our community, and ensure a sustainable future for all.

This Policy will be reviewed annually to ensure its effectiveness and relevance. Updates will be made as necessary to reflect changes in legislation, regulations, technology, and Group operations.

This Environmental Policy was adopted by the Board of Directors of Salvo Grima Group in September 2024.

This Policy was last updated on 15/04/2026 and will be next reviewed on 15/04/2027.