ENVIRONMENT POLICY

Since our inception in 1991, JEB Group's products, solutions and services have seen us grow and expand globally. Supplying such products and services inevitably has the potential to impact the environment and international communities. JEB Group believe we have a duty to act responsibly to ensure that our daily operations, employees, supply chain and stakeholders work diligently to minimise and eradicate any negative impact on the environment and communities we operate in. This Policy serves as a unifying vision of environmental principles in reducing environmental harm and supporting sustainable development.

JEB Group's Commitment:

1. **Reducing lifecycle carbon and material waste**: We seek to lower the environmental footprint of our products and operations by improving resource efficiency, reducing material waste, and supporting low-carbon design and delivery. This includes working with suppliers on material optimisation, encouraging reuse and recycling, and embedding circular thinking into product development and project execution.
2. **Managing pollution and environmental risks**: We are committed to minimising emissions to air, land, and water arising from our activities and value chain. We work with suppliers to reduce environmental impacts such as VOC emissions and promote responsible chemical and waste management practices aligned with recognised environmental standards.
3. **Responsible sourcing and supply chain engagement**: We aim to source materials responsibly and partner with suppliers that demonstrate sound environmental practices. Environmental considerations—including material impacts, certifications, and regulatory compliance—are progressively integrated into procurement and supplier engagement processes.
4. **Building awareness and capability**: We promote environmental awareness among employees and equip teams to support clients in making more sustainable design and material choices. Through training, communication, and collaboration, we foster a culture where environmental responsibility is embedded in everyday work.
5. **Compliance and continual improvement**: We comply with applicable environmental laws and regulations in all markets where we operate and regularly review our practices to strengthen environmental performance. We strive for continual improvement by monitoring key impacts, engaging stakeholders, and adapting our approach as expectations and industry standards evolve.

Responsibility and Measures:

1. **Employees**: Employees play a key role in delivering JEB Group's environmental commitments. We expect employees and contractors to integrate environmental considerations into daily work, follow established environmental and safety procedures, and contribute to resource efficiency and waste reduction across projects and operations. JEB Group will provide appropriate training, guidance, and equipment to support safe, responsible, and environmentally sound work practices.
2. **Customers and projects**: We work collaboratively with customers to support more sustainable project outcomes. Where available, we provide transparent information on the environmental attributes of our products and materials to enable informed decision-making. We aim to support customers throughout the project lifecycle—from specification and procurement to installation, maintenance, and end-of-life considerations—by promoting solutions that enable durability, adaptability, reuse, and responsible disposal.
3. **Suppliers and partners**: Recognising that much of our environmental impact sits within our supply chain, we encourage suppliers and partners to adopt responsible environmental practices and comply with applicable regulations and standards. Environmental considerations, such as material impacts, certifications, emissions, and waste practices, are progressively integrated into sourcing

and supplier engagement processes. We seek to collaborate with partners to improve resource efficiency and reduce lifecycle impacts.

4. **Local communities**: JEB Group seeks to operate responsibly in the communities where we work and deliver projects. We aim to minimise environmental disturbance arising from our activities and contribute positively through responsible business practices and support for relevant community initiatives where appropriate.
5. **Biodiversity**: JEB Group recognises the interconnection between climate change, resource use, and biodiversity loss, and acknowledges our responsibility to minimise impacts associated with our operations and value chain. We seek to promote responsible sourcing practices that avoid contributing to deforestation, habitat degradation, or illegal resource extraction, while embedding lifecycle and eco-design principles into our products, solutions, and processes to reduce environmental impacts. Through efforts to improve material selection, supplier engagement, and emissions reduction across our operations and supply chain, we aim to support the protection of ecosystems and natural systems in the regions where we operate.

Monitoring and Reporting:

1. Environmental performance will be monitored through available operational data, project insights, and supplier engagement, with the aim of supporting continual improvement and informed decision-making.
2. This includes tracking key indicators where practicable, such as energy use, water consumption, material waste, VOC-related considerations, and carbon emissions across operations and selected projects.
3. Supplier assessments and engagement processes are conducted to encourage responsible environmental practices and to seek evidence of regulatory compliance and environmental management where relevant.
4. Environmental risks, impacts, and improvement opportunities are documented and reviewed periodically to strengthen internal controls, operational practices, and project delivery approaches.
5. The Group will progressively enhance data collection, performance tracking, and target-setting to support improved environmental management over time.

The Sustainability Steering Committee oversees the implementation of, and adherence to, the JEB Group Governance & Policies, and we seek both internal and external support in fulfilling our commitment to decarbonisation and responsible corporate citizenship. This document will be reviewed annually and updated as necessary to ensure its continued relevance to JEB Group's operations, stakeholder expectations, and evolving regulatory and industry requirements.

Together we can make meaningful impacts.

Robert Wall
CEO of JEB Group