



Environmental Social Governance (ESG) Policy

Introduction

At Williams Lea we are committed to ensuring a high standard of responsible and sustainable practice through our products and services. Our commitment to manage the social, environmental, and economic impacts of our business extends beyond our own operations and culture to our supply chain and stakeholders.

Williams Lea has historically and consistently valued the importance of ESG through our Beyond Business program. The existing, established principles around social responsibility and internal governance have formed a solid foundation for our future ESG Strategy. Our ongoing approach to Environmental Social Governance (ESG) will be to ensure we continuously improve our performance and align to recognized frameworks.

To demonstrate our ongoing commitment to ESG, from 2023 Williams Lea has committed to participate in the United Nations Global Compact (UNGC). Using feedback from our internal and external ESG surveys we have selected the following Sustainable Development Goals as those most material to our employees, clients and stakeholders:

UN Sustainable Development Goals (SDG)

- GOAL 3: Good Health and Well-being
- GOAL 5: Gender Equality
- GOAL 8: Decent Work and Economic Growth
- GOAL 10: Reduced Inequality
- GOAL 13: Climate Action

The Williams Lea ESG Beyond Business strategy will establish specific objectives that respond to each of the UN Sustainable Development Goals. The organization will monitor its performance over time and ensure that periodic reviews take place to deliver on our commitments.

Our Accountabilities

- Delivering this commitment is a core accountability of the Williams Lea Leadership team.
- We consult, listen, and respond respectfully to our clients, suppliers, employees, neighbors, and regulators with the clear intent to deliver our commitments.

This policy has been agreed by the Executive Committee of the business and approved by the CEO of Williams Lea

Approved: Clare Hart, CEO Williams Lea

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Clare Hart

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This policy will be reviewed annually, revised when significant change occurs and made available to interested parties.

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