

## Introduction

Dormole Limited ('Dormole' or the 'Company') is a leading UK-distributor of hand tools, power tools, consumables, accessories, fixings, and fasteners, serving the UK and certain countries within the European Union. Dormole strives to offer a service that is second to none, providing its suppliers with a comprehensive package of sales, promotions and marketing support.

Dormole Group is comprised of a number of businesses, and brand identities. While it predominantly distributes tools, fasteners, fixings and associated products to the retail, hardware and merchant trades, certain businesses within the Group are brand owners that import and distribute their own products. These businesses operate under their own brand identity but alongside the support of the Group's centralised resources and network. The Group's businesses have their own respective supply chains, sourcing products globally.

We recognise that our operations will inevitably have an effect on the local, regional and global environment. We believe that as a distributor delivering products from multiple suppliers in single deliveries, Dormole has a lower environmental impact than long-haul deliveries that would otherwise be required. For further details on the Dormole Group structure please see [www.dormole.net](http://www.dormole.net)

## Policy

Dormole is committed to continual year on year improvements in areas of decarbonisation, recycling, plastic use, and the Company's environmental impact in its entirety. The Company and its subsidiaries will operate in an environmentally responsible manner, supporting legal compliance and striving to exceed government enforced environmental compliance targets.

## Policy Implementation

### Training

We will ensure that all employees are aware of their impact on the environment. We will include environmental issues in training and internal communications so that colleagues can reduce their environmental impact at work.

### Transport

We will reduce the environmental emissions associated with business travel and distribution of goods.

### Waste and recycling

We will minimise waste and ensure that all waste is disposed of through safe and responsible methods. We will reduce the volume of waste that goes to landfill by ensuring that wherever possible waste streams are separated and recycled. The use of a Total Waste Management system will ensure a coordinated approach that is regularly monitored and reported. Only licensed and approved organisations will be used to dispose of waste, noting that the Company is already a member of the compliance schemes for WEEE (Waste Electrical and Electronic Equipment) regulations.

## Energy Use

The Company will strive to reduce energy usage and with the assistance of agencies such as the Carbon Trust we will work to reduce our environmental impact by reducing our carbon emissions. The environmental effect of any new projects or purchases will be considered.

## Supply Chain

We will work with our suppliers to ensure that they recognise and reduce the environmental impact of their products and transportation.

## Self-Audit

We will continually monitor our environmental performance to ensure that we are making improvements and are complying with all applicable laws and regulations.

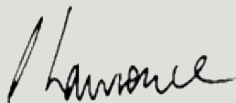
## Governance

The Board of Dormole is committed to increasing the sustainability of the Company. The Company has an established Executive Environmental Committee assisting the Board on the development of the strategy, and its implementation.

All colleagues and external stakeholders of Dormole (including suppliers and customers) are expected to uphold and adhere to the principles, commitments and actions set out in this Policy, where they are able to discharge them.

The Company's Environmental Policy is a matter reserved for the Board's approval and is subject to annual review and approval by the Directors of Dormole.

This Policy was last approved on 25 January 2023 and is signed on its behalf by



Chairman of the Board