



## ENVIRONMENTAL POLICY

The **Frontline Group** comprises Frontline, Seymour, Routes to Retail, and Gold Key Media, operating across 2 offices in London and Peterborough. Collectively, we are a major innovator in the distribution of products delivering supply optimisation, retail marketing, analysis and reporting, and supply chain fulfilment. This puts us in a place of central importance, which is at the heart of our ambitious vision "For the Frontline Group to be a leader in sustainability and to utilise our influential position in the value chain to promote and amplify positive change."

To actively work towards our vision, we maintain an Environmental Management System (EMS) in accordance with the requirements of the International Environmental Standard ISO 14001:2015. This ensures we meet all compliance obligations, prevent pollution, and actively protect and promote the environment as part of the work we do.

The Frontline Group will help address the key environmental challenges facing our categories because first and foremost it's the right thing to do to protect our planet and future generations. Sustainability will become the currency for trading because: Retailers will set targets to trade with them; Clients will expect us to meet their standards and help them to secure their business; Government will set taxes based on the impact we have; We need protect the reputation of our categories with consumers.

The development of our EMS has included a strategic materiality assessment, which has given rise to this policy and the establishment of meaningful objectives, targets, and plans that actively support the following UN Sustainable Development Goals:

- Quality Education (SDG 4)
- Affordable and Clean Energy (SDG 7)
- Reduced Inequalities (SDG 10)
- Responsible Consumption & Production (SDG 12)
- Climate Action (SDG 13)
- Life Below Water (SDG 14)
- Life on Land (SDG 15)
- Partnership for the Goals (SDG 17)

Our key objectives over the next 12 months include:

- Establishing a carbon footprint and emissions reduction strategy in line with science-based targets and setting a timeline for net zero.
- Undertaking a Materials Flow Analysis, aim to design out waste in all its forms and promote sustainable sourcing.
- Continuing to implement procurement controls relative to our environmental objectives, benchmarking supplier performance against set KPIs, and establishing improvement targets.
- Ensuring all our staff are trained in environmental and climate literacy and implementing specific training in accordance with key EMS roles and responsibilities.
- Collating robust data and driving the sustainability message through the value chain and other key external stakeholders.
- Using Frontline's influential position in the value chain to promote purpose-driven change by measuring our performance against meaningful and demonstrable impact metrics.

Our Strategic Environmental Steering Group ensures there is robust governance in place to effectively implement this policy and measure progress against set targets to drive continual improvement. Our staff-led Working Group ensures that everyone is involved in, and feels accountable for, taking actions to support these objectives and upholding our environmental policy.

This policy will be reviewed on an annual basis by senior management. A copy of the policy is available on our website, displayed in central office areas, and forms part of our onboarding process.

| CONTROLLED DOCUMENT                        |                   |                        |                |
|--|-------------------|------------------------|----------------|
| Document Reference<br>Environmental Policy | Issue Number<br>1 | Issue Date<br>28.04.23 | Page<br>1 of 2 |



Signed: Frank Straetmans

Date: 11/05/2023

Position: CEO

| CONTROLLED DOCUMENT                        |                   |                        |                |
|--|-------------------|------------------------|----------------|
| Document Reference<br>Environmental Policy | Issue Number<br>1 | Issue Date<br>28.04.23 | Page<br>2 of 2 |