

SUSTAINABILITY & CORPORATE RESPONSIBILITY POLICY

The Malcolm Group and subsidiary companies, including W H Malcolm Ltd, strive to minimise our impact on society and the environment, whilst operating our Logistics and Construction business. Employing over 2,000 people with assets in excess of 500 trucks, 1,200 trailers, 200 items of heavy plant and over 5 million square feet of warehousing throughout the UK. The Group has, over many years, quietly invested time, money and vision towards ensuring our company interests are delivered with integrity and environmental ethics in mind, while pushing back the boundaries of quality, efficiency and technology. We also recognise resource efficiency as a key component to remaining competitive; the old adage of “doing more, with less” has never been more relevant.

This policy encompasses our approach to sustainability and corporate responsibility and should be read in conjunction with our other policies i.e. Health & Safety, Environmental, Equal Opportunities and Supply Chain and Procurement policies, as well as our annual report. We are committed to being a responsible business, conducting our activities to ethical and legal standards.

We seek to apply the principles of sustainability throughout our business and are committed to continual improvement and to the delivery of more sustainable operations and business practices in those areas where we have direct control or the ability to influence others. We work closely with our employees, customers, subcontractors and suppliers to ensure we balance our short and long-term goals. This is clearly demonstrated by our company slogan “**Practical Solutions, Successful Partnerships**”. These four words convey the maxims that have driven the success of our company so far and set out clearly our business ethos for the future.

At the heart of our sustainability and corporate responsibility strategy is putting **People, Partnerships** and **Planet first**. Our objectives centre around these key focus areas and include:

People First

- We provide a safe working environment for our staff where their safety is paramount, free from discrimination and where everyone feels valued and respected.
- We promote a culture of learning and equip our employees with the skills they need to run our business and for personal development.
- We will continue to operate profitably and sustainably, creating stability for our customers, employees, supply chain and the public.

Partnerships First

- We will continue to treat our supply chain fairly, ensuring their safety and ensuring we work within the terms agreed.
- We encourage ideas and innovation, internally and with our supply chain to create financial savings and benefit our customers, society and the environment.
- We liaise with schools and colleges to encourage young people into careers within our industries, highlighting our apprenticeship programmes and career opportunities.
- Giving back a little of what we’ve earned, is our pleasure and privilege. The Malcolm Group has a long history of giving which, through donation, patronage and sponsorship, takes us into the family homes of our staff, the communities we work in, schools and the education system, Sports and the Arts. We commit to continue this.

Planet First

- We will continue to drive our transition towards net zero, systematically reducing our CO₂ emissions across our operations, improve waste minimisation and implement sustainable resource use.
- We will always take all reasonable measures to ensure that our activities are conducted in such a way as to minimise our impact on the environment.



A B Malcolm
Chief Executive

February 2026

Review Due: 19th February 2027