



## Sustainability Policy

IDE Systems Ltd recognises that effective management and continual improvement of health, safety, welfare, social, environmental, quality and sound business governance is crucial to the future success of IDE.

IDE intends to meet its obligations, by complying with all applicable legal and regulatory requirements, as a minimum, as outlined in this overarching policy. The following areas highlight IDE's key commitments:

### Environmental

IDE will work towards net zero carbon emissions and will reduce environmental impacts by:

- Reducing carbon emissions through energy efficiency, using alternative & renewable sources
- Transitioning IDE's transport fleet to low/zero emission vehicles
- Conserving resources, by applying the circular economy principles to reduce consumption, seeking alternative materials, preventing wastage, reusing materials, recycling & recovering energy
- Supporting the UN Sustainable Development Goals, focussing specifically on affordable & clean energy
- Developing innovative products & services that improve the products sustainability performance

### Social

IDE are committed to being a good neighbour by making a positive contribution to the communities in which we operate within. IDE will seek to:

- Provide local employment opportunities and source products & services from local businesses
- Support local community groups & charities through volunteering time & fund raising
- Develop a social value policy outlining our commitment to managing and measuring the social value benefits IDE creates

### Health, Safety and Wellbeing

IDE will provide and maintain a safe and healthy workplace, so far as is reasonably practicable by:

- Reducing workplace risk through implementation of best practice and monitoring performance
- Implementing action plans to ensure the health, safety and mental wellbeing of our employees
- Offering health & welfare services for the benefit of our employees

### Fairness, inclusion and respect

IDE will be a fair, respectful and inclusive company, encouraging a diverse culture that values equality, openness, transparency and recognises individual achievement by:

- Providing fair treatment of all our employees and everyone in our supply chain
- Valuing our workforce and upskilling colleagues to ensure they are competent for their roles
- Increasing the proportion of women in leading roles & providing equal pay for equal roles

### Quality & Governance

IDE will strive to have responsible and transparent corporate governance to ensure that our operations are:

- Managed in a sustainable, responsible manner, through efficient and effective management systems
- Developing products that improve quality and sustainability and seek to eliminate non-conformities
- Communicating with our customers about product functionality, environmental and safety performance
- Continually improving of the suitability, adequacy and effectiveness of IDE's management systems

IDE will report annually on progress of the policy objectives and communicate to relevant stakeholders.

Responsible Person: Wayne Woodhead

Position: Managing Director

Signature: .....

Date:

7<sup>th</sup> January 2026

