



Environmental Policy

Headlam creates great places for our communities to live, work and play by providing world class flooring solutions, delivered sustainably. We are committed to keeping our planet a great place for everyone by implementing environmentally responsible products, reducing our carbon footprint both directly and indirectly, and having sustainable working practices.

This policy sets out our commitment to becoming a sustainable business and, as an industry leader, working across the flooring industry to reduce the impact we have on our environment. We'll deliver this through supporting the transition to a circular economy, reducing the direct and indirect impacts of our supply chain, reducing waste and investing in emerging technology. This is a fundamental pillar of our Group strategy and targeted actions are included in our ESG plan and detailed in our annual Sustainability report.

Governance

The Board of Headlam has oversight of the ESG plan which includes actions relating to improving our environment. The Board is accountable for this policy, and responsibilities are determined throughout the business to deliver against our commitments.

Policy Management

This policy is subject to annual review and approval by the Directors of Headlam, is supported by our annual disclosures, and was last approved on 11 December 2024.

Chris Payne
CEO
11 December 2024

Our Key Commitments

Achieve our Net Zero Carbon Targets:

- Reducing carbon emissions from fuel and energy sources used in transport and operations
- Delivering improvements in line with our Net-Zero strategy
- Transitioning to renewable energy and alternative fuel sources
- Promotion of energy saving training and actions across our workforce

Build a sustainable supply chain:

- Assess and understand our indirect emissions
- Engage with suppliers to support them to reduce their emissions and improve efficiencies, underpinned by our Supplier Sustainability Procurement Charter
- Working in partnership with our suppliers to optimize production scheduling, buying and deliveries

Reduce product packaging and waste:

- Eliminate all unnecessary packaging and transition to the use of recycled and recyclable materials
- Diverting waste from landfill and working across the industry to create a circular economy

Develop our products and services:

- Identify and promote products which support our carbon and circular economy goals
- Engage with our customers and consumers to fully understand their sustainability requirements and preferences
- Improving the labelling of our products to support customer decision making

Robust environmental governance:

- Delivering sustainable processes and maintaining good controls across our business
- Comply with all legal obligations
- Continuously assess our practices and seek environmental improvements