



Environment and Climate Change Policy

29 January 2025

Document Title:	Environment and Climate Change Policy
Description:	External-facing policy setting out Accsys' commitments to the environment and to combatting climate change
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1. Policy Statement

We are a fast-growing business with a purpose. We combine chemistry, technology and ingenuity to make high performance wood products that are extremely durable and stable, opening new opportunities for the built environment.

We recognise that climate change is one of the biggest challenges that we are all facing and seek to meet the challenge through our products and activities. Accsys is also committed to environmental protection and we recognise that our environmental management and climate change actions are fundamental to our vision and operations.

This policy has been established to outline and clarify Accsys' approach to climate change and environmental management with an expectation that it will be followed by all workers.

2. Who is Covered by This Policy?

This policy applies to all individuals working at all levels, including the Senior Leadership Team, directors, employees (whether permanent, fixed-term or temporary), contractors, trainees, casual workers/agency staff or any other person working for the Group (collectively referred to as workers in this policy).

We seek to embed environmental and climate change commitment across our entire value chain, and this policy sets expectations for the wider supply chain, communities, potentially affected groups and other relevant stakeholders.

We expect our suppliers to make similar commitments to environmental protection, though they do not need to be the exact same commitments as Accsys.

3. Our Strategy

We are committed to monitoring, managing, and reducing the overall negative impacts of our operations, while maximising the beneficial impacts of our business and products on the world.

Our key focus is on climate mitigation and adaptation across our operations and value chain, so we are able to deliver on our purpose effectively.

4. Our Commitments

People and Culture

- **Embedding sustainability principles into our organisation:** we will look to enable our people to implement the Environment and Climate Change Policy through engagement, initiatives and training for relevant workers.

Continuous improvement

- **Continually improving environmental performance:** we are committed to continuous improvement in our environmental performance. This means continuing to monitor best practices and implement improvement actions.

Education

- Measures to raise internal and external stakeholders' awareness of environmental management policy and environmental impacts
- Employee training: environmental impacts of our work and operations are incorporated into training programs for employees and workers.

Managing the impacts of our manufacturing processes and offices

- **Energy efficiency:** we will focus on increasing efficiencies in operations where possible, which can include a focus on equipment, processes, facilities, etc.

- Green energy and fuel switching (on and off-site): we will use green energy and monitor opportunities to switch to lower emission sources where possible.
- Other resource use: we will focus on reducing water, waste, and other activities (e.g., third-party disposal and treatment), as these activities also have associated emissions.
- Design of new sites: we will incorporate sustainable site design in construction and for everyday operation.
- Offices: we will also look to reduce the environmental impact related to our offices where possible.
- Compliance: we aim to comply with all materially relevant environmental laws, regulations, and standards in the countries within which we operate.

Supporting our partners and wider society through climate action

- Value chain focus: we will seek to understand and ultimately address scope 3 greenhouse gas emissions (our indirect impacts). Scope 3 emissions can include:
 - o Emissions associated with our construction activities and contractors.
 - o Emissions associated with raw materials and products (including logistics).
 - o Business travel.
- Further embedding sustainability into procurement processes, for example, only using certified sustainable wood to produce our products.
- Advocacy, value chain engagement and reduction: we will engage with our key stakeholders on climate related issues to drive climate action across the value chain, which includes stakeholders, such as our customers, suppliers, business partners, industry contacts, etc. The policy will be communicated to ensure awareness of the existence of the policy and its contents.

The Task Force on Climate Related Financial Disclosures (TCFD)

- Understanding climate risk and opportunities: we will use the TCFD (the Task Force on Climate-Related Financial Disclosures) Framework to understand, support and manage climate risk and resilience in relation to our business.
- Acting on climate risk and opportunities: we will ensure that our activities take into consideration physical and transitional risks and opportunities to ensure robust financial and strategic planning.

Zero Net Deforestation commitment

- Accsys is committed to supporting zero net deforestation and all the wood we source from our suppliers and partners to manufacture our products is from FSC® (C012330) or equivalent sources.

Biodiversity

- Biodiversity: While Accsys sources wood from sustainably managed plantations in New Zealand, wood supply is evolving to different locations and species as well. We remain committed to sourcing all wood used to manufacture our products from FSC® (C012330) or PEFC certified sources to ensure zero deforestation, ensuring biodiversity risks are accounted for in our due diligence processes.

Monitoring Performance

- Continuous improvement of systems to assess and monitor data accuracy: we will continuously assess and improve our data management and monitoring systems to ensure accuracy of our data, as well as use credible external benchmarks and certification schemes to understand, improve, and report performance. Regular assessments and audits will identify areas for enhancement and drive our efforts to minimise our environmental footprint.

- Objectives and targets: we will continually set targets and objectives to ensure we reduce our environmental impacts.

Sustainable Products

- Contribution of Accsys' products to a transition to the net zero economy: we will continue to offer products which contribute towards global efforts to a net zero economy through carbon sequestration, circular economy principles and substitution of higher carbon impact materials in the built environment.

Responsibilities

- The CEO will champion environment and climate change initiatives, integrating them into the core business strategy. The Senior Leadership Team will ensure that the environment and climate change are prioritised at the highest levels of decision making and drive implementation activities with their teams. The Head of ESG will lead the development of the ESG strategy, which supports our actions on climate change and environment. She/he will oversee ESG activities, track performance, and ensure integration of sustainability practices across the Company.

This policy was approved by the Board of Directors on 29 January 2025.

Signed for and on behalf of Accsys Technologies PLC by:



Jelena Arsic Van Os

Chief Executive Officer