

Policy 4.3 Environmental Policy

Updated February 2026

It is the policy and aim of Rotala Limited to conduct its business with respect and care for the environment. Rotala companies and depots will achieve this by implementing sound environmental strategies that will benefit the global environment, local communities, and our stakeholders.

Compliance with the applicable legal requirements is the minimum standard for operating performance. In addition, companies/depots will adopt appropriate integrated Environmental Management Systems to achieve continuous improvement, prevention of pollution, and incidents which may cause adverse effects to the local environment.

1. Organisation and Responsibilities

- a. The Group Chief Executive Officer is responsible for
 - Determining the overall environmental policy of the group and promoting its implementation.
 - Ensuring that appropriate arrangements are in place, including delegation of responsibility and appropriate resourcing.
 - Establishing objectives and monitoring performance in relation to the environment specifically in relation to:-
 - Efficient use of energy, raw materials, water, and packaging.
 - Minimising generation of waste and ensuring the safe and proper disposal/recycling of all generated waste.
 - Minimising emissions to air, land and water.
 - Reporting on relevant environmental issues.
- b. Managing Directors/Senior Depot Managers are with specific responsibilities for the implementation of the Group's policies and management system. Their responsibilities include:
 - Understanding the Group's policies and management systems and ensuring these arrangements are understood by their reporting managers and supervisors
 - Authorisation and issue of systems and policies relevant to their own depot organisation and operation.
 - Setting of targets and monitoring of performance in line with group policy expectations.
 - Collaboratively working towards continual improvement of policies and procedures.
- c. Depot Managers are responsible for ensuring they have sufficient knowledge of applicable environmental legal requirements and with other requirements to which the company subscribes, which relate to their environmental aspects, to:
 - Implement the Group and business level arrangements for environmental management including the review of performance at depot level.
 - ensure the acceptance by managers that environmental management is an integral part of their major responsibilities. That it is incorporated into normal business activities and is given similar priority to all other aspects of business management.
 - Secure the co-operation of employees through the provision of adequate opportunities for joint consultation, dialogue and training.

- d. Managers and supervisors are obliged to understand applicable legal and company requirements and what is necessary to accomplish them. They are responsible for the practical implementation of standards.
- e. All employees have responsibilities for working in a responsible manner with care and consideration for the environment and the community.

2. Adopt effective environmental management systems, In particular, the Group will:

- a. Introduce and secure the implementation of appropriate standards, procedures and facilities based on a foundation of ongoing identification of hazards, assessment of risk and liability, and the implementation of necessary control measures.
- b. Review performance to maintain compliance and support performance improvement and arrange for the periodic audit of the management system.
- c. Investigate incidents and implement lessons learned.
- d. Provide suitable training to develop appropriate competence and skills.
- e. Maintain and review of any Environmental accreditation the company may have or aspirations of achieving within each business.

3. Make proper provision and make available suitable resources to meet our commitments. Including the provision of competent professional advice through internal and external sources, who are responsible for:

- a. Advising on measures needed to promulgate the policy
- b. Assisting in the definition of appropriate standards
- c. Advising on future needs and anticipated developments.
- d. Providing technical information and support
- e. Monitoring performance in relation to the standards and compliance with this policy

4. Liaise with regulatory and industry bodies on potential legislation and industry standard changes and recommendations.

Signed:



Simon Dunn, Chief Executive Officer, Rotala Ltd

Date: February 2026