



N O R C R O S

# Group Environmental Management Policy

February 2026

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## **1 Introduction and commitment**

At Norcros we are dedicated to fostering an inclusive and ethical work environment that reflects our support for our employees in the moments that matter in work and in life. Guided by the principles of the UK Corporate Governance Code, we prioritise effective leadership, transparent operations, and meaningful engagement with all stakeholders. To that end, our policies are designed to ensure that our practices are progressive and promote a collaborative culture in which everything that we do is rooted in care, courage, connection and common sense, contributing to sustainable success for all.

This policy defines the commitment of Norcros Group plc (“Norcros”, “Company”, “Group”, or “we”) to care for and help protect the environment, and to responsibly manage our environmental impacts.

One of our strategic objectives is to be renowned for sustainability. This means we are committed to managing our impact on the environment and designing sustainable products that minimise the use of water and energy. It is also about sustainability in the widest sense, including our people, governance and communities. The Group is committed to strong environmental governance and will ensure that it is always in compliance with relevant environmental legislation.

## **2 Who is covered by this policy?**

This policy applies to all individuals including directors, managers, officers, employees (whether permanent, fixed term or temporary), consultants, contractors, trainees, seconded staff, homeworkers, casual workers and agency staff, volunteers, interns, agents, sponsors, joint venturers, or any other person associated with us, or any of our subsidiaries or their employees, wherever they are located.

## **3 Climate Change and Emissions**

Norcros recognises the serious threat posed by climate change and understands that the transition to a low-carbon economy may have the potential to significantly impact our business and operating environment, as well as our customers and suppliers. Accordingly, Norcros is committed to minimising our impact on the climate by managing and reducing our carbon emissions across all operations.

Our emissions targets have been approved by the Science Based Targets initiative (SBTi). This covers our long-term target of net zero emissions across our value chain by 2040 and near-term targets for scopes 1, 2 and 3 for 2028 (from a 2023 base year).

## **4 Energy**

Norcros is committed to reducing energy consumption across the Group, and implementing energy-efficient solutions where applicable, including the use of energy efficient lighting, heating, and equipment. We are also committed to increasing the proportion of the energy that we procure from renewable sources.

## **5 Waste and Hazardous Materials**

We are committed to minimising the volume of releases and waste generated by the company’s operations. We aim to reuse and recycle where possible to divert waste from landfill, and to reduce the creation of unnecessary waste at the source and point of delivery. Where relevant, we also aim to avoid any toxic emissions or waste that are associated with any of our production processes.

## **6 Water**

We are committed to reducing water consumption and withdrawal across our operations and protecting water quality at relevant sites. As a Group we aim to manage our water use appropriately and in line with the correct water stewardship practices.

## **7 Biodiversity**

We aim to protect the environment and biodiversity by minimising the impact of our activities at all of our sites, and within the areas in which we operate. We give due consideration to the impact on biodiversity and habitats when selecting the location of buildings within the Norcros estate. We aim to use sustainable sources of wood and aim to source FSC certified timber or timber from a similar

certified source. We understand the importance forests have in relation to biodiversity and aim to manage our deforestation impacts appropriately.

## 8 Product Responsibility

We are committed to minimising the environmental impacts of our products, through continuous and long-term improvement in the material efficiency of our products and production processes. We want to optimise the energy efficiency of our products and plan to provide our customers with low-carbon and energy efficient products that can help them reduce their carbon emissions. Norcros also aims to utilise sustainable packaging and transport to further reduce the environmental impact of our products. We aim to move towards the use of certified eco-fuels for inbound freight of our products and components. We will also continue to develop our Sustainable Product Framework that provides the Group with a way of classifying our products against certain sustainable criteria.

## 9 Compliance

Norcros is committed to ensuring that all applicable employees are given relevant training to support their understanding of their responsibilities in relation to this policy.

## 10 Monitoring and reporting

Norcros is committed to continuously monitoring, measuring, evaluating and improving the environmental performance of our operations and products. We will endeavour to ensure that all employees and relevant stakeholders are made aware of their individual responsibilities in relation to the Group environmental standards and we will consult with these stakeholders to ensure their opinions are taken into account on environmental issues. We will report regularly on environmental issues if and when they arise.

## 11 Environmental Management System

As a Group, Norcros aims to implement ISO 14001 certification, or an equivalent, across our business.

## 12 Responsibility

The Board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all relevant stakeholders are in full compliance with it.

The Group Legal Officer is delegated primary and day-to-day responsibility for implementing this policy, and for monitoring its use and effectiveness and dealing with any queries on its interpretation. Management at all levels are responsible for ensuring those reporting to them are made aware of and understand this policy and are given adequate and regular awareness training.

Norcros has created an ESG Forum to embed environmental considerations across the entire group. The Forum includes representatives from each business unit and serves as a platform for discussing environmental impacts and sharing expertise between Norcros companies. It meets regularly throughout the year to review key issues and develop plans that advance our sustainability journey.

## Approval

Approved by

Thomas Willcocks  
Chief Executive Officer  
Norcros plc  
17 February 2026