

Company ESG Policy

Introduction from the Board

At J&J, we acknowledge our industry's historical lag in sustainability. We recognise that our operations have an impact on both people and the planet. We live in an era where climate action is not optional. It's imperative that we are passionately committed to leading the way forward. By integrating sustainability into our business strategy, we are dedicated to supporting a greener future, driving change, and strengthening our reputation as a conscious fulfilment partner.

This policy sets out our approach to sustainability and ethical business practices through the management of Environmental, Social and Governance issues across our operations. The following reference frameworks and data sources have been used to ensure that this policy is comprehensive in reflecting our sustainability commitments:

- United Nations Global Compact's Ten Principles
- United Nations Sustainable Development Goals
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- J&J Global Fulfilment 24/25 Materiality Assessment

Responsibilities & Scope

Our Leadership Team and ESG Coordinator are responsible for the oversight of our ESG policy, establishing the directives included, and allocating resources to meet our ESG commitments. The ESG issues included in this policy are not an exhaustive list and will be reviewed and updated annually where appropriate.

This policy covers all of J&J Global Fulfilment's operations. All employees are required to adhere to the environmental, social and governance commitments outlined in this policy and all supporting policies.

Environment

We recognise the significant environmental impact associated with our operations and are committed to minimising this as much as reasonably possible. In order to achieve this, we will:

- Annually calculate our Scope 1, 2 and 3 carbon emissions, in line with the GHG Protocol Standard, to track our progress towards reducing our carbon footprint.
- Regularly track key environmental metrics including energy and water consumption, and waste production to identify opportunities to reduce the environmental impact of our operations.
- Partner with suppliers to source a range of packaging solutions for our clients, including those that are certified as recyclable based on local waste management capabilities.

- Monitor regulatory changes to environmental legislation within the countries in which we operate.
- Encourage employee engagement with our sustainability initiatives through regular communication touchpoints around our environmental progress, such as our internal communications platform and company town halls.

The environmental directives outlined in this policy are overseen by our **Chief Operations Officer**.

Our environmental commitments are supported by the following policies:

- Environmental Policy
- EPPV's Policy

Social

We are committed to fostering a safe, inclusive and respectful workplace that promotes and safeguards physical and mental wellbeing. We embrace the opportunity to make a positive impact on our local communities and to engage with our supply chain to promote best practices. In order to achieve this, we will:

- Promote a culture of diversity and inclusion based on dignity, trust and respect, that is free from discrimination, harassment, bullying or victimisation.
- Create a working environment that prioritises the health, wellbeing and safety of our people, clients and visitors.
- Build a positive relationship with our local community through partnerships, volunteering and continuous engagement.
- Engage with our supply chain partners and stakeholders to promote ethical business practices aligned with our Supplier Code of Conduct, and identify opportunities for improvement.
- Provide access to long-lasting and fulfilling careers through investing in learning and development, career progression and apprenticeship opportunities.

The social directives outlined in this policy are overseen by our **Chief People Officer**.

Our social commitments are supported by the following policies:

- DE&I Policy
- Charitable Giving Policy
- Volunteering Policy
- Anti-Harassment and Anti-Bullying Policy
- Supplier Code of Conduct

Governance

We are committed to conducting our business ethically and transparently as we continue to grow as a business that values sustainability and social responsibility. In order to achieve this, we will:

- Ensure compliance with all relevant laws, regulations and legislation in all countries and territories in which we operate through regular monitoring and robust policies and procedures.
- Regularly monitor our ESG performance to identify opportunities to exceed compliance and improve on existing processes and procedures.
- Meet the high ethical standards outlined in our Code of Conduct and suite of policies, communicating these expectations to our employees, clients and stakeholders.
- Manage the data of our employees, clients and stakeholders within the appropriate data protection standards and communicate this transparently to all relevant parties.
- Uphold high standards of business conduct through the active monitoring and prevention of bribery and corruption, modern slavery and all forms of forced labour.

The governance directives outlined in this policy are overseen by our **Chief Finance Officer**.

Our governance commitments are supported by the following policies:

- Whistleblowing Policy
- Modern Slavery Policy
- Information Security Policy
- Data Protection Policy
- Anti-Bribery and Corruption Policy

Executive Summary

This policy outlines J&J Global Fulfilment's commitment to monitor and champion sustainable and ethical business practices across our operation to produce positive environmental, social and governance outcomes. This policy will be regularly reviewed to ensure alignment with our strategic objectives, stakeholder expectations and evolving ESG legislation.