

SUSTAINABILITY POLICY STATEMENT

Oakland International is committed as a family enterprise to be a sustainable business with an environmental and social conscience that acts ethically and responsibly at all times. Oakland International commits to always consider the social, economic and environmental impacts of what we do as a business, and focus on delivering sustainable growth through partnerships, collaboration & innovation.

As a minimum, Oakland International will comply with all applicable environmental, ethical, and labour legislation. Oakland International also commits to exceeding minimum legal requirements and adopting industry leading standards, by continuously researching and improving best practices.

This policy encompasses all areas of business activity and is applicable to all staff employed by Oakland International. Oakland International also aims to promote the principles of this policy to business relations, to help them do the same.

COMMITMENTS

Oakland International will:

Environment

Carbon emissions

- ✓ Fulfil our share of the responsibility to keep global temperature rise below 1.5° Celsius by 2050.
- ✓ Work towards our science based carbon reduction targets, set using the SBTi standards as described the Net Zero Statement.
- ✓ Measure our carbon footprint, and other relevant environmental KPIs annually and publish them and our sustainability initiatives in an annual sustainability report.

Energy

- ✓ Work towards reaching energy efficiency targets as set by the UK government by obtaining Climate Change Agreements (CCA) for each Oakland warehousing site.
- ✓ Research and invest in appropriate new technologies that can provide energy efficiency gains and reduce energy consumption.
- ✓ Price all client operations that require additional energy resource with acknowledgement of the energy involved.
- ✓ Source renewable energy and invest in appropriate renewable energy technologies.

Waste

- ✓ Send zero waste to landfill and operate environmentally sound recycling programmes.
- ✓ Minimise waste produced onsite and implement circular economy principles.
- ✓ Ensure the Redditch on-site sewage treatment adheres to permitted standards of discharge quality.

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Reason for change: Origination	Authorised by: DA/JT		

Transportation

- ✓ Decarbonise our transportation fleet by researching and investing in renewable HGV fuel sources.
- ✓ Provide and stimulate green travel options for employees through the Workplace Travel Plan.
- ✓ Encourage minimal business travel and provide zero emission pool cars.

Supply chain

- ✓ Investigate and promote shared user supply chain solutions that reduce environmental impacts.
- ✓ Seek to work with sustainable suppliers, and source sustainable product alternatives where possible.
- ✓ Seek to work with local suppliers and support the local economy whenever possible.
- ✓ Work with stakeholder groups to identify further opportunities for developing sustainable policies, processes and practices.
- ✓ Communicate the value and methods associated with our environmental programmes with our stakeholders, neighbours and local centres of education.

Internal

- ✓ Control procedures, policies, training and work instructions and review them regularly to ensure that environmental, energy, and waste awareness continues to be promoted in the day to day operations of the business.
- ✓ Operate with lower payback expectations on terms for projects which have strong environmental impact business cases.

Social

Employees

- ✓ Ensure that fair people policies are operated throughout the business. These are set out in the HR Employee Handbook and are continually reviewed by HR to ensure best practice and adherence to statutory obligations.
- ✓ Operate a comprehensive health and safety policy and risk assessment program to ensure the work environment is safe and without risk to health, as set out in our Health and Safety Policy.
- ✓ Operate an environment where training and development needs for all staff are continually discussed and identified, both formally and informally.
- ✓ Regularly request feedback via staff surveys on a variety of topics to ensure involvement and participation in current and new activities.
- ✓ Operate an "open door" policy where members of staff are actively encouraged to discuss issues and ideas with managers at any time.

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Community

- ✓ Commit to an annual formal standing commitment to donate a portion of profits to various charitable causes each year, as set out in the Charitable Donations Statement.
- ✓ Continue to support The Oakland Foundation registered charity 1153547, which was set up in 2012 to support the needs of children living in England & Wales who are in need by reason of their financial hardship or other disadvantage.
- ✓ Support local education initiatives through work experience placements and participation by staff in pupil development days with local schools.
- ✓ Encourage participation in charitable activities and events and provide matched funding to employees raising charitable funds.
- ✓ Offer every employee 8 hours paid leave per year for personal charitable involvement such as volunteer work through the Oakland Foundation.

Supply chain

- ✓ Hold all suppliers and customers accountable to ethical labour standards as required by national law, as set out in our Ethical Trading Policy.

This statement is reviewed annually.



Dean Attwell

Group Chief Executive

Co-Founder

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