

BSL Industries Limited ESG and Responsible Investment Policy (2025 Update)

Introduction

At BSL Industries Limited, we take Environmental, Social, and Governance (ESG) issues seriously and remain proactive in embedding these principles into our operations. As our company evolves, we continually assess and enhance our ESG practices to align with our values, principles, and the needs of our stakeholders.

Our ESG policy undergoes annual review and updates to ensure relevance, adaptability, and alignment with industry best practices.

BSL Industries ESG Statement

"ESG issues significantly influence performance. We have a duty to act responsibly by integrating Environmental, Social, and Governance factors into our business strategy, driving positive impact on society, prosperity, and the environment."

Our Commitment to ESG

BSL Industries defines ESG issues as diverse and dynamic factors that affect the environment, society, and governance frameworks.

Corporate ESG Policies

Environmental Commitments

Operational Efficiency

- **Single-Site Operations:** Our central Midlands location reduces the need for inter-site travel, minimizing our carbon footprint.
- **Waste Management:** We maintain rigorous recycling practices across administration and production, working with compliant partners to ensure responsible disposal.

Energy and Resource Efficiency

- **Lighting and HVAC:** Energy-efficient systems are used throughout our facility, including motion-sensor lighting and optimally maintained heating/cooling systems.
- **Printing Policies:** Our "print only if necessary" approach prioritizes digital workflows and recycled materials.

Sustainable Travel

- Business travel is limited to the UK, with a strong preference for trains and other eco-friendly transport.

Third-Party Assessments

- ESG criteria are integrated into our RFP processes to ensure our suppliers share our sustainability ethos.

Social Commitments

Health and Safety

- As an ISO 9001:2015 compliant organization, we uphold stringent health and safety standards. New employees receive workplace assessments, and safety is embedded into all operations.

Diversity and Inclusion

- We are committed to equal opportunities, fostering a workplace that respects all Protected Characteristics and promotes fairness. Training, progression, and resources are accessible to all employees.

Employee Well-Being

- We encourage open communication, provide training, and prioritise a supportive environment that values personal and professional growth.

Governance Commitments

Board Structure

- Our board includes balanced representation from key stakeholders and founding investors, with oversight provided by an independent Non-Executive Chairman.

Transparency

- Remuneration and accounting structures are competitive and transparent, adhering to independent oversight.

Anti-Bribery and Integrity

- Zero tolerance for bribery and corruption, in full compliance with the UK Bribery Act 2010, ensuring ethical conduct in all operations.

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Policy Enhancements for 2025

1. Carbon Neutral Goals: We aim to reduce our carbon footprint further, targeting measurable reductions in operational emissions by year-end.
2. Supplier Collaboration: We will extend ESG assessments to all key suppliers and partners, promoting sustainability across the supply chain.
3. Employee Engagement: ESG-specific training programs will be introduced to ensure staff are well-equipped to contribute to our sustainability goals.
4. Expanded Recycling Initiatives: We will implement advanced recycling solutions to reduce waste across production and administration further.

Policy Oversight and Review

Our ESG policies are regularly reviewed by the Board of Directors to ensure ongoing relevance and effectiveness. Feedback from stakeholders is welcomed to enhance our efforts.