

Sustainability Policy Statement

Imperial Ductwork Services Limited (IDSL), incorporating Imperial Ductwork Manufacturing Limited (IDML), aims to conduct its business responsibly and to consider relevant environmental, social and governance matters in its decisions.

This policy sets out IDSL's proportionate approach to sustainability and should be read alongside the Environmental Policy and other relevant company policies and procedures. Our focus is on practical action, appropriate evidence and commitments that reflect our activities and the areas we can reasonably control or influence.

Environmental Responsibility

- Measure energy use and greenhouse-gas emissions where reliable information is available and consider practical improvement opportunities.
- Use materials and natural resources responsibly and seek to reduce waste and increase reuse or recycling where practicable.
- Consider environmental performance, whole-life value and responsible sourcing where these factors are relevant and proportionate to purchasing decisions.
- Support the commitments and controls established through the Environmental Management System.
- Avoid unsupported environmental claims and communicate performance accurately.

People and Social Responsibility

- Support safe and healthy working arrangements through the company's established health and safety systems.
- Take proportionate steps to address modern-slavery and labour-rights risks within our operations and supply relationships.
- Provide information, awareness or training appropriate employees' roles and responsibilities.
- Consider opportunities to support local employment, skills, customers and communities where relevant to the business.

Governance and Responsible Business

- Conduct business honestly and comply with applicable legal, contractual and ethical requirements.
- Assign responsibility for sustainability matters through normal management arrangements.
- Maintain appropriate evidence for material commitments and communicate information accurately.
- Consider relevant sustainability matters in business planning, procurement and operational decisions.
- Review performance and priorities at planned intervals and pursue proportionate continual improvement.



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Responsibility and Review

The Board of Directors is responsible for approving this policy and overseeing its implementation. Managers are responsible for applying relevant commitments within their areas. Employees and contractors are expected to follow the policies and procedures applicable to their work and raise concerns through the appropriate company channels.

This policy will be reviewed at planned intervals and when significant changes make an earlier review appropriate.

Dean Barnes
Managing Director

A handwritten signature in black ink, appearing to read 'D. Barnes', is positioned above the printed name.

August 2025