

Arco is the UK's leading safety products and services company with a core purpose of keeping people safe at work. We are committed to the continued development of our safety culture to ensure the safety, health and wellbeing of all Arco colleagues.

Through our strategic plan, Safe Tomorrow, Arco will help to secure a safer future by being more sustainable in how we develop and deliver products and services and how we work with our customers and partners. The plan spreads across 3 key strategic priority areas and have been mapped against the UN's Sustainable Development goals. These areas are Safe Business, Safe Planet and Safe People.

In pursuit of our environmental goals, Arco will:

- Assess, monitor and reduce environmental risks from operations through our Aspects and Impacts Register.
- Set annual improvement objectives and measure/review our performance and maintain an Environmental Management System to meet the requirements of BS EN ISO 14001:2015, as well as meeting legislative requirements of the Environmental Protection Act 1990 – Duty of Care.
- Increase levels of circularity of our raw materials we use and apply principles of the Hierarchy of Waste to our own wastes.
- Protect natural capital, including water and biodiversity related to our sites and products.
- Ensure efficiency in our use of energy and select renewable energy sources.

Our people managers are responsible for:

- Ensuring the implementation, communication and compliance of environmental requirements.
- Ensuring all colleagues, apprentices, contractors and other workers receive the appropriate information, instruction, training and supervision to enable them to be aware of environmental risks and opportunities.
- Ensuring all relevant environmental risks and hazards are identified, the hierarchy of control applied and results detailed in a suitable and sufficient risk assessment.
- Providing and maintaining suitable and sufficient safe systems of work, safe plant and equipment that consider environmental risks.

Every colleague is encouraged to raise concerns, speak up or act if they identify an issue or concern. This is supported by our Colleagues' SHE Behaviours of See It, Sort It, Report It and our Work-safe Policy. We ask our colleagues for their co-operation on environmental issues and ask that they do not interfere with, or misuse anything provided to protect or enhance the environment.

All environmental incidents will be reported, recorded and investigated to determine the root cause, implement remedial actions and prevent recurrence. These will be discussed at the SHE Committee Meetings which encourage consultation and participation of colleagues.

Compliance with this policy will be monitored internally by our robust auditing programme. To ensure this policy is effective, we will review it annually or in light of any significant changes to our business. This policy will be communicated and understood by all colleagues as part of the company induction and made available to any interested parties, including customers and suppliers via our website or on request.



Guy Bruce
CEO (on behalf of Arco Limited and its subsidiaries)

Reviewed July 2025

