

## ESG Committee Report continued

### ESG principles

Below is a summary of the key policies held by the Group in relation to non-financial matters.

#### Code of conduct

High standards of ethical behaviour and compliance with laws and regulations are essential to protecting the reputation and long-term success of the Group. Our Code of conduct sets out the ethical standards that should govern the activities of Restore, its subsidiaries, its employees, and any business partners. It gives guidance on recognising when and where ethical problems exist, and how to avoid them or what to do if they cannot be avoided.

Our Code applies to all our employees, contractors and sub-contractors working in all our businesses. We expect our customers, suppliers, distributors, agents, and all other stakeholders we interact with to abide by it or to operate to similar standards. Our Code applies across all our operations, wherever they are based, and it always applies.

We provide a dedicated independent whistleblowing support line, available always, through which concerns can be raised, anonymously if required. All concerns raised will be investigated in a timely, fair, and transparent manner.

A copy of our Code of Conduct and Speak Up policy are available to view on our website.

#### Anti-bribery and collusion policy

The Group has a zero-tolerance policy towards bribery and corruption and is committed to acting fairly and with integrity in all its business dealings.

No party may:

- › give or promise any financial or other advantage to another party (or use a third party to do the same) on the Group's behalf where that advantage is intended to induce the other party to perform a particular function improperly, to reward them for the same, or where the acceptance of that advantage will itself constitute improper conduct;
- › request or agree to receive any financial or other advantage from another party where that advantage is intended to induce the improper performance of a particular function, where the acceptance of that advantage will in itself constitute improper conduct, or where the recipient intends to act improperly in anticipation of such advantage; or
- › collude with other parties in order to achieve an improper purpose including influencing improperly the actions of another party specifically in relation to a bid or tendering process.

Parties must:

- › be aware of and alert at all times of all bribery risks;
- › exercise due diligence at all times when dealing with third parties on behalf of the Group; and

- › report any and all concerns to the relevant person in accordance with the Group's Speak Up Policy. In the case of non-employees, they should contact their normal point of contact in the Group or if that person may be implicated, they should contact a Director or the Company Secretary.

A copy of the Anti-bribery and collusion policy is available to view on our website.

#### Equality and diversity policy

The Group wants to ensure that employees can benefit from employment, training, and development regardless of sex, colour, race or ethnic or national origin, religion or belief, disability, age, marital status, sexual orientation, gender assignment or having part time or fixed term employment.

The Group are committed to becoming an inclusive place to work, where all employees can reach their true potential in the job that they choose to do. We are committed to eliminating discrimination amongst our workforce and our objective is to create a working environment in which there is no unlawful discrimination, and all decisions are based on merit. We value the contribution which all individuals can make to the success of the Group, and we will strive, therefore, to ensure equality of opportunity for all to compete fairly. We aim to employ a workforce which recognises and takes account of the diverse, multi-cultural society in which we live.

#### Modern slavery and human trafficking statement

Through our people we deliver vital services to our customers. We therefore condemn slavery in all its forms and will never tolerate it both within our businesses and across our supply chains. We will not engage in any form of human trafficking and nor will we use forced, bonded, compulsory, illegal or child labour – or knowingly work with anyone who does. Working primarily within the UK, we believe our modern slavery risk is low, but we remain vigilant and continuously challenge ourselves to better understand the risk and its associated controls.

The Group has published its Modern Slavery and human trafficking statement in respect of the year ended 31 December 2024 on our website. The 2025 statement will be published on our website in compliance with the required deadline.

#### Human rights and ethical practices

The Code of Conduct serve as guidelines for all the Group's business and ethical practices. The Group's position on human rights reflects the core requirements of the Universal Declaration of Human Rights: freedom from torture, unjustified imprisonment, unfair trial and other oppression, freedom of expression, religion and political or other representation, respect for privacy and family life, freedom of thought and religion, and the right not to be subjected to modern slavery. Everyone has the right to be treated with respect and dignity and we want the places where we work to reflect this.

The Group will not provide support or work with businesses or organisations which fail to uphold basic human rights within their sphere of influence.

## Environment policy

We understand that our activities affect the environment and the communities in which we operate. We have a responsibility to identify the resulting impacts and to manage them as effectively as possible.

The aim of the environment policy is to set out the environmental actions that we expect to occur, and the strategies that will be implemented, in order to reduce our impact in this area. We are committed to improving our environmental performance and to implementing best practice to minimise the environmental impacts of our business operations.

This policy keeps senior management and employees informed about their environmental roles and responsibilities within the Group and demonstrates our willingness to work sustainably with all our stakeholders, recognising that a sustainable environment is central to our organisation and the lives and work of our employees.

A copy of our Environment policy is available to view on our website.



## Introduction of HVO

Our Information Management site in Thurrock welcomed the Group's first HVO tank during the year. HVO is a sustainable, high-quality alternative to diesel fuel. It gets its name from how it's made—by hydrotreating vegetable oils and can reduce carbon emissions by c90%, making it a fundamental cornerstone of our net zero journey, as set out on pages 30 to 34.

Right now, the vans at the site are running on HVO as part of a trial and we're planning to roll out more HVO tanks across the business in 2025 with Datashred and Technology also exploring HVO for their larger vehicles where electric alternatives are not an option.

The transition will take time, with some of our older vehicles not yet able to use HVO, but we're making the important first steps and look forward to seeing how this supports the Group in meeting their near-term and long-term net zero ambitions.