

Haughley Block Plant Ltd and its management team are committed to operating our business in a manner which seeks to protect and enhance biodiversity across the whole of our factory floor through the development and implementation of well-designed biodiversity management plans and rehabilitation plans for our raw material suppliers. We recognize that the delivery of nature-based solutions supports the long term sustainability of our operations.

To support our commitment, we will:

- Comply with all applicable regulatory pieces.
- Seek to protect and enhance biodiversity delivering a net gain biodiversity, where possible.
- Provide appropriate training resources to increase our awareness and understanding of biodiversity.
- Identify and develop partnerships with conservation organizations and other key stakeholders to ensure biodiversity opportunities are understood and realized.
- Implement systematic approach in identifying, categorizing, and prioritizing biodiversity opportunities.
- Develop rehabilitation plans that consider the needs and expectations of our key stakeholders whilst working to protect ecosystems, biodiversity, and habitats to maximize our contribution to nature conservation.
- Set objectives and targets for biodiversity management.
- Monitor, review and report our performance annually against agreed KPIs and industry best practice to drive continuous improvement.
- Communicate our biodiversity achievements through appropriate channels to keep our stakeholders updated on progress.

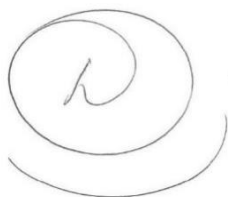
We will ensure that:

- The overall biodiversity policy is in place for the company.
- We oversee the biodiversity performance.
- We provide adequate resources and management arrangements to ensure the effectiveness of this policy.

Each Haughley Block Plant Ltd operative is responsible for comply with this policy and its associated arrangements as an integral part of their day-to-day duties and to identify and highlight potential opportunities to protect and enhance biodiversity across our operations.

Liam Clear
 Managing Director
 Haughley Block Plant Ltd

December 2023



Doc Ref:	HBP-HSE-POL041	Biodiversity and Ecosystem Services Policy		Revision No:	02
Last Revision Date:	December 2023	Author: TT	Doc Owner: LC	Page No.	1