

FOR PEOPLE, PLACE AND PURPOSE LEADING A SUSTAINABLE FUTURE

SUSTAINABILITY FRAMEWORK

As One Scott we are passionate about pursuing a long term sustainable future together. This initiative will see us commit to a series of long term Environmental, Social and Governance (ESG) goals, which we have defined as People, Purpose and Place. Below is the framework which will provide the foundations for our long term strategy.



PLACE

Aaron Vanwalleghem
Regional Director Scott Europe

1

Sustainable procurement

Demonstrate leadership in sustainable procurement practices.

Standardise our process for evaluating new and existing suppliers' ESG compliance.

2

Environmental management

We will measure, report and reduce our greenhouse gas (CHG) emissions.

We will reduce the waste we create and divert waste from landfill.

We will select renewable energy and invest in energy efficient processes across our business.



PURPOSE

Cameron Mathewson
Chief Financial Officer

3

Customer satisfaction

We will achieve leading customer satisfaction scores.

We will support our customers to enable them to achieve their sustainability goals.

4

Financial performance

We will deliver long-term profitable growth for our employees, shareholders and customers.



PEOPLE

Casey Jenkins
Director of Marketing and People

5

Employee retention

We will develop the careers of our team with education and training programmes.

6

Global recruitment

Build high-performing teams that align with our One Team culture.

7

Employee safety & wellbeing

We will provide a workplace that safeguards the health and wellbeing of our people.

8

Diversity & inclusion

We are committed to diversity and a culture of inclusion in our workplace and will ensure equitable opportunities for employees.

SDGs¹
Alignment



¹ Sustainable development goals - a set of global goals identified by The United Nations.