

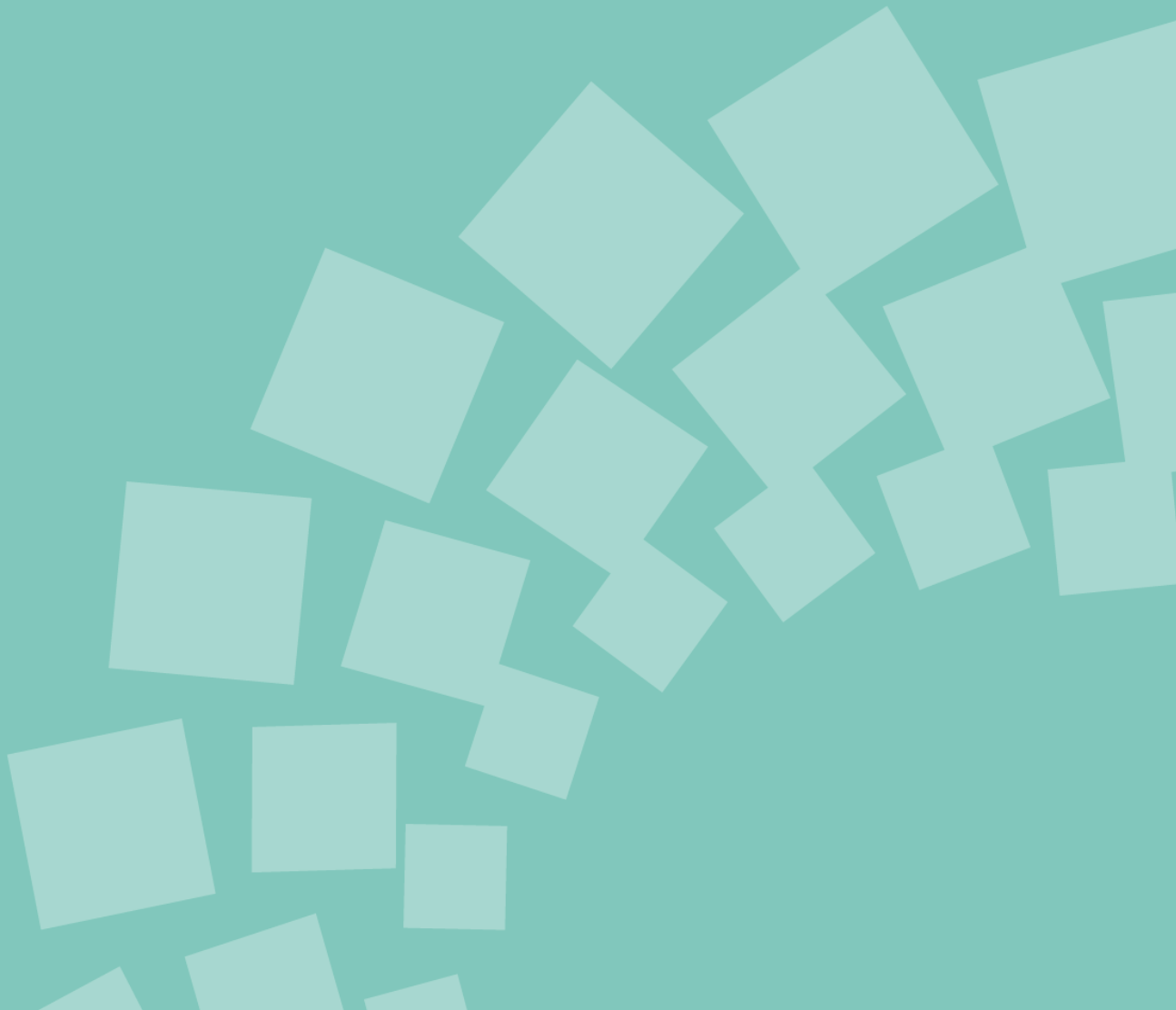


BSW
GROUP

member of binderholz

Building
Sustainable
Worlds

SAFETY, HEALTH, ENVIRONMENT AND QUALITY POLICY





Safety, Health, Environment and Quality Policy

Introduction

At BSW Group, we are committed to ensuring that everyone goes home safe every day. We strive to manage our environmental performance to meet the needs of both the present and future generations, while delivering products that enhance our customer's experience.

This policy outlines our dedication to our people, suppliers, products, customers, communities, and the environment. This commitment is integral to our vision of continuing to be the largest integrated forestry business in the UK, providing sustainable timber solutions throughout the entire BSW Group.

Scope

This policy is applicable to all BSW Group entities, including BSW Timber Ltd, BSW Timber Solutions, and Scott Pallets (and its subsidiaries) as members of the BSW Group. It applies to all employees and all those working alongside, in partnership with, or on behalf of BSW Group.

Policy Statement

We uphold high standards in all our service and operational areas, with sustainability at the heart of everything we do. This commitment spans from the products and services we offer, to the Safety, Health, Environment, and Quality (SHEQ) culture we nurture. We are creative, results-driven, and support the continuous development of our people to monitor performance and trends.

Our aims include:

- Demonstrating our values and achieving our vision through our mindset and continual improvement.
- Taking ownership and responsibility, demonstrating a can-do attitude, encouraging feedback, and helping people recognise their impact.

The Executive Leadership Team (ELT) is committed to promoting a culture where Safety, Health, Environment, and Quality are integral to everything we do. We will demonstrate visible leadership, work ethically as one team, and build a sustainable SHEQ systems and culture.

This will be achieved through:

- Setting clear expectations, objectives and targets for SHEQ performance.
- Leading by example in all aspects of our work.
- Encouraging and promoting good performance and the right behaviours by recognising those who do things right.
- Learning from opportunities and consistently enforcing our SHEQ policies and procedures.
- Preventing pollution and minimising impacts on the environment.



- Remaining realistic and transparent about our performance, continuously questioning ourselves if we are doing enough to keep our people, community, customers, and the environment safe.
- Complying with relevant legislation and other applicable requirements. Providing appropriate systems and procedures to plan, develop, implement, monitor and measure our product quality and processes.
- Reviewing SHEQ policies and procedures, and ensuring appropriate resources are available to maintain, monitor, manage, and, where necessary, improve SHEQ performance.
- Creating an environment that supports our people in making positive, healthy lifestyle choices that promote both physical and mental wellness.
- Collaborating with our people, customers, and stakeholders to empower them to take responsibility for SHEQ issues, ensuring we fulfil our ethical and legal obligations.
- Empowering our suppliers to meet our expectations for them to provide the right products and services, ensure their people go home safe every day, and have a positive impact on the environment.
- Continuously communicating, collaborating, and consulting on SHEQ matters throughout our business.
- Providing appropriate information, instruction, training, and supervision to ensure that SHEQ requirements are understood throughout our business.
- Making sure that SHEQ is on the agenda at all team meetings, sharing best practices and opportunities for improvement throughout the group, ensuring that SHEQ matters are at the forefront of everyone's minds and regularly reported to the Board.

Commitment

This SHEQ policy aligns with our business direction and complies with legislative and regulatory requirements. The ELT holds ultimate responsibility for performance, development and continual improvement. We will regularly review this policy to identify any significant learnings and make necessary changes.

Signature:

Date: 14.04.2026

Gebhard Dünser

Chief Operating Officer