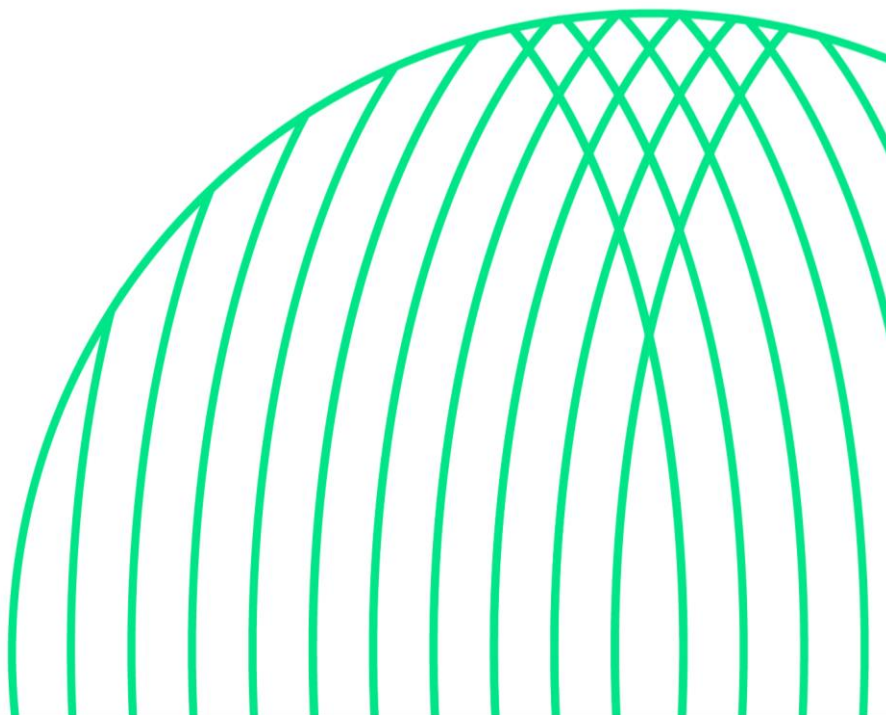

Environmental Policy

Global

01.08.2025

Document control

Reference:	EMS-02
Revision date:	01 August 2025
Approved by:	Kevin Dunckley
Owner:	Andrew Westrop
Review due date:	31 July 2026
Version:	5.0



Document overview

HH Global is committed to reducing the environmental impact of our operations while fulfilling our compliance obligations. This commitment guides all our strategic decisions, informing our approach to business development and the allocation of resources. We are taking action to help keep global warming below 1.5 degrees and limit the damage to our ecosystems. We ensure that all HH Global sites comply with relevant environmental regulations and the standards set out within our Environmental Management System. We continuously improve upon our Environmental Management System to raise the standard for environmental performance across our operations.

Scope

This policy applies to all HH Global colleagues and operations globally.

Reducing our impact

As we are not a manufacturer of products, our direct impact on the environment is relatively low. However, we are continuously working to minimize that impact in line with the following objectives:

- Reduce our direct emissions relating to our business activities
- Reduce our energy use with energy efficient technology, promotion of energy efficient behavior, and transition to renewable energy in our operations
- Minimize waste by:
 - Reducing materials consumption, (e.g., minimizing paper for printing)
 - Reusing materials where possible, (e.g., repurposing packaging at distribution centers)
 - Recycling products when they need to be disposed of
- Preventing pollution and reducing water use by devising appropriate contingency strategies, using water efficient technology, and promoting water efficient behavior
- Protect biodiversity and preserve natural capital (e.g., by ensuring no sites are in biodiversity sensitive areas)

Involving our colleagues

We aim to ensure that all colleagues are empowered to act on reducing both the company's and their own environmental impact. All colleagues are provided training on sustainability-related issues, and we regularly offer opportunities for involvement in environmental activities.

Working with our suppliers

Much of our environmental impact is concentrated within our supply chain and the products and services that we source. Therefore, we aim to proactively educate our suppliers on the importance of reducing their environmental impact and collaborate with them to help them improve. HH Global regularly assesses the environmental performance of our suppliers, and we seek to prioritize developing stronger business relationships with those who balance commercial and environmental excellence.

Working with our clients

Working with our clients represents a great opportunity for reducing environmental impact in the value chain. We aim to:

- Help our clients understand the environmental impact of the products we supply
- Provide advice on how to reduce environmental impact
- Create policies that help our clients balance economic and environmental savings
- Provide opportunities for clients to balance their environmental impact with projects that improve biodiversity

Customer Health & Safety

HH Global recognizes the critical importance of safeguarding customer health and safety as an integral component of its environmental and sustainability strategy. The organization is committed to upholding rigorous standards in the production, procurement, and delivery of marketing materials and services, ensuring compliance with applicable international regulations and industry best practices.

By embedding comprehensive quality assurance protocols, material compliance verification, and supplier risk assessments into our operational framework, HH Global actively mitigates potential health and safety risks associated with its outputs, by using warning symbols, safety instructions, etc. on the products. Furthermore, the organization conducts regular evaluations of product and service lifecycles to identify and address environmental and human health impacts.

In line with HH Global's intention to ensure health and safety of customers, we will continue to ensure that products, services, and materials align with environmental and safety regulations such as REACH, RoHS, GPSR, CPSIA, Toy Safety, FDA, etc. Customer communication of potential health and safety risks will be continually improved.

Measuring our performance

Aligned to our aims and objectives, we have set company-wide targets to measure our progress.

- Targets on our environmental impact
 - Eliminate single-use plastics in HH Global offices by 2025
 - 100% renewable energy in operations by 2025
 - 100% deforestation-free across our supply chain by 2030
 - We will make significant investment in nature-based projects by 2030
 - We will establish a water footprint baseline by 2025 and reduce our water usage by 20% by 2030
 - 50% reduction in emissions by 2030 and a 90% reduction in emissions from entire value chain by 2040*

- Targets on supplier engagement
 - 100% of tier 1 (direct) suppliers** to align with HH Global's clearly defined environmental and social standards or have appropriate corrective action plans in place by 2025
 - 100% of tier 1 (direct) suppliers** to receive information and guidance on the UN Sustainable Development Goals with 30% demonstrating their support by 2025
- Targets on client engagement
 - Educate clients about the availability of alternative solutions to plastic and cellulosic fiber-based materials and increase the use of recycled content in production by 20% by 2025***
 - Provide all clients with environmental impact calculations at quotation stage by 2025

These targets are reviewed annually, and we communicate progress publicly within our annual reporting.

* vs 2022 baseline

** suppliers that make up 95% of HH Global spend

*** vs 2021 baseline

Reporting and enforcement

Reporting environmental concerns

- Encouraging openness: We encourage all colleagues and stakeholders to report any environmental concerns or violations of this policy without fear of retaliation. Our confidential reporting channels are designed to facilitate reporting and ensure that concerns are addressed promptly.
- Accessible channels: Reporting mechanisms are accessible and well-publicized, ensuring that everyone in the organization is aware of how to raise concerns. We are committed to creating an environment where issues about environment policy violation can be discussed openly and addressed.

Any individual or partner found to be in breach of this policy will be subject to corrective action commensurate with the severity of the violation. Disciplinary measures may include retraining, suspension of supplier status, contract termination, or other legal and administrative actions, in accordance with company protocols and applicable laws.

Governance

Accountability for our environmental performance rests with our Chief Sustainability Officer (CSO). Four regional sustainability steering committees (SteerCo), cross-functional groups that represent all aspects of our organization, meet quarterly and are responsible for managing our environmental performance.

This policy is reviewed annually by the CSO.

This Environmental Policy statement has been approved and authorized by:

A handwritten signature in dark ink, appearing to read 'Kevin Dunckley', with a stylized, flowing script.

Kevin Dunckley, Chief Sustainability Officer

Document changes

Date of change	Change	Version
22 May 2017	Document creation	1
26 November 2018	Kevin Dunckley reviewed and approved the document as part of an annual review	1.1
8 March 2019	Amended the policy to new HH Global template. The policy was amended to refer to the continual improvement of the Integrated Management System.	2
21 July 2020	Kevin Dunckley reviewed and approved the document as part of an annual review	2.1
01 October 2022	Kevin Dunckley reviewed and approved the revised document	3
01 November 2023	Amended the policy to include reference to our additional targets related to prioritized UN SDG 15 Life on Land. Kevin Dunckley reviewed and approved the revised document.	4
01 September 2024	Amended the policy to include reference to our commitment to fulfil our compliance obligations.	4.1
01 October 2024	Reformatted to latest brand guidelines	4.2
01 August 2025	Updates relating to 'Customer Health & Safety' and 'Reporting and enforcement'.	5.0