

# Environmental, Social and Governance (ESG) Policy



1<sup>st</sup> March 2025

## Environmental, Social, and Governance (ESG) Policy

BSW Group is the largest integrated forestry business in the UK. It operates across various divisions: Tree Nurseries, Forestry, Timber Manufacturing & Processing, Timber Distribution and Pallets.

BSW acknowledges that Environmental, Social, and Governance (ESG) principles are crucial to developing a resilient company that delivers long-term value for our stakeholders, employees, customers, and suppliers.

BSW ESG Executive Committee, which consists of the UK board and Head of ESG, will coordinate ESG initiatives across the Group to maintain a coordinated approach.

BSW is committed to tackling material elements around environmental and social impact, as well as how governance structures are managed within BSW:

Environmental	Social	Governance
<ul style="list-style-type: none"> <li>Climate Change &amp; GHG Emissions</li> <li>Decarbonisation &amp; Net Zero</li> <li>Resource Management &amp; Circularity</li> <li>Pollution &amp; Environmental Impact</li> <li>Biodiversity, Deforestation &amp; Land Use</li> </ul>	<ul style="list-style-type: none"> <li>Health, Safety &amp; Wellbeing</li> <li>Community &amp; Stakeholder Engagement &amp; Development</li> <li>Equality, Diversity &amp; Inclusion</li> <li>Human Rights &amp; Modern Slavery</li> <li>Training, Development &amp; Innovation</li> </ul>	<ul style="list-style-type: none"> <li>Regulatory &amp; Disclosure Compliance</li> <li>Corporate Governance &amp; Stewardship</li> <li>Transparency &amp; Accountability</li> <li>Fraud, Anti-Bribery, and Anti-Corruption Controls</li> <li>Ethical Sourcing &amp; Supply Chain Management</li> </ul>

BSW will establish robust targets to monitor our ESG Performance, meet supplier demands and promote sustainability practices.

BSW is fundamentally committed to building long-term, sustainable businesses, which will grow, provide employment, and generate economic benefit in an environmentally and socially responsible manner.

Our ESG Policy is fully supported and approved by senior management and will be embedded in everything we do as a company as we strongly believe that sustainable growth is the only way to build a successful business and have a lasting positive impact on our environment and society.

**Gebhard Dünser - COO**

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