

## Environmental Policy 2025

At CMS, looking after the environment is important to us and something we strive to improve year-on-year as we become a more sustainable business.

It is the policy of CMS to do all our business in a way as to lessen or eliminate any adverse effect on the environment. To achieve this, we will do the following:

- Calculate our **Scope 1-3 carbon emissions** in line with the Greenhouse Gas (GHG) Protocol and measure the impact of our associated activities on a global scale.
- All data is calculated by an in-house **ESG team** in line with the GHG Protocol and verified by an external accredited body. This will enable us to make a significant step towards decarbonization and **set accurate Net Zero targets**.
- Implement best practices on environmental practices across our day-to-day operations.
- Use material from sustainable sources and work to reduce excess packaging and waste within the warehouse and CMS offices.
- Reduce our single-use plastics in our offices and across our supply chains by working to educate vendors on this impact.
- Use registered waste disposal companies for the removal of all waste streams in compliance with the waste hierarchy.
- With a particular focus on our UK & Irish offices, we are implementing LED lighting and are aiming to switch to **100% renewable energy** contracts.
- In any directly owned buildings, CMS will expand our solar panel generation and explore further options of installing panels to other buildings.
- Educate and inform our employees on environmental issues that may affect their work and promote environmental awareness among our employees.
- Consider all **circular economy** principles that we can encourage in production and consumption, this involves leasing, reusing, repairing, refurbishing, and recycling materials and products for as long as possible.
- Respect client and customer environmental concerns and engage with surveys aimed at measuring CMS's environmental supply chain impact and participate with their policies aimed at a better environment.

CEO Signature: *Frank Salmon*

Frank Salmon

Date : 29<sup>th</sup> October 2025

CMS Distribution LTD