

ESG & Sustainability Update

ESG Approach

HighPoint continues to take a considered and proactive approach to understanding and managing the environmental, social, governance (ESG) and sustainability factors that are most relevant to our business. We view this as central to achieving our vision and mission of providing honest, ethical, and professional treatment to our customers and other stakeholders.

During 2025, we worked with an independent consultant to review and update our approach. This process has been valuable in helping us target the areas that matter most, considering our impacts and the issues that are important to our customers and other stakeholders. It has also helped us to better understand our current strengths and gaps so we can make meaningful progress in key areas.

The framework below sets out our refreshed approach and highlights our key areas of focus.



Sustainable Operations

Ambition Statement

We are committed to measuring, monitoring and reducing the environmental impacts of our operation. We do this by embedding operational efficiencies and decarbonising the energy we use through renewable energy generation and purchasing.

Priority Issues

- Energy use
- Greenhouse gas emissions
- Waste



Human & Social Impact

Ambition Statement

We are committed to recruiting and retaining the best talent from all backgrounds. We do this by investing in our people and communities and embedding a supportive and collaborative culture built on honesty, integrity and trust.

Priority Issues

- Career management & training
- Culture & belonging
- Employee health, safety & wellbeing
- Employment standards



Responsible Business

Ambition Statement

We are committed to providing honest, ethical and professional treatment to all our stakeholders. We do this by holding ourselves accountable to the highest standards of integrity, ensuring our actions contribute positively to society.

Priority Issues

- Anti-bribery & corruption
- Data privacy & security
- Responsible procurement

ESG Policy & Commitment

In line with our new strategic framework, we have updated our umbrella ESG Policy, which includes the commitments outlined below. These commitments underpin our approach and ensure we remain focused on continuous improvement in the ESG priorities we have identified:

1. Measuring baseline operational carbon emissions (Scope 1 & 2) and setting targets and developing plans to reduce these over time;
2. Maintaining current assets to generate renewable energy and transitioning to renewable energy tariffs at all operational sites where feasible and economically viable;
3. Exploring measurement and reduction of indirect emissions (Scope 3) once Scope 1 & 2 measurement and targets are in place;
4. Implementing efficient waste management practices that prioritise reduction, reuse, and recycling;
5. Supporting the growth and development of all our people through targeted training programmes and educational assistance benefits;
6. Providing equal employment opportunities by recruiting the most qualified candidates to join our business regardless of gender, race, national origin, age, religion, disability status, sexual orientation, veteran status or any other protected characteristics;
7. Continuing to demonstrate and embed a clear set of values (The HighPoint Way) into the DNA of the business;
8. Developing policies and practices that protect our people from harm, promote physical and mental health, and support overall quality of life at work;
9. Rewarding employees fairly and equitably based on individual and company performance through our compensation and benefits programme;
10. Developing and embedding high standards of ethical business conduct across HighPoint through our Code of Conduct and regular employee training;
11. Protecting personal and business data and information through robust privacy practices and secure systems that build trust and exceed compliance;
12. Working with our suppliers and technology partners to source goods and services responsibly by upholding human rights, promoting fair labour practices, and minimising environmental impacts across the supply chain

ESG Objectives & Targets

These commitments will be achieved through specific objectives and targets, set and reviewed annually. Our 2026 environmental targets include:

- Achieve baseline measurement of energy consumption and Scope 1 and 2 greenhouse gas emissions by year-end 2026.
- Set near-term (5-10 years from base year) science-based reduction targets for absolute scope 1 and 2 GHG emissions by year-end 2026.
- Ensure that recycling activities are carried out in 100% of warehouse and office spaces by year-end 2026.

ESG Planning & Progress

Behind the scenes, we are putting detailed plans in place to improve our practices and management of key areas in line with the commitments above. We recognise that there is considerable work to do – especially in areas such as measurement and monitoring of our performance – but we also know that we’re not starting from scratch.

Various existing initiatives, reflective of our values-based culture and in-built desire to do the right thing for our customers, people and other stakeholders, have put us on the right path. Highlights include:

- SO 9001 and ISO 27001 accredited
- Ecovadis: Committed (January 2026)
- CDP Climate ‘C’ Score (2025)
- Solar energy generation and use of energy efficient building materials at our largest facility in Sparta
- Low carbon and renewable energy purchasing in UK and NL
- Recycling infrastructure at all global facilities
- Robust people and ethical policies via our employee handbooks and Guide to Ethical Business Conduct
- Annual employee engagement survey



Next Steps

The work now is centred on embedding a more consistent and strategic approach. In 2026 this means building the foundations for success, including the strengthening of ESG policies, processes, governance, management, and measurement.

We are also committed to reporting on our progress annually through the HighPoint website and will continue to respond transparently and proactively to specific requests from our clients and partners to support their ESG and sustainability goals.

Contact

If you have any questions about ESG and sustainability at HighPoint, please contact us using the following email: info@highpoint.com

