



SUSTAINABILITY POLICY

The Management and personnel of I.E. Bolt & Nut (2012) Ltd are committed to building a sustainable organisation, which can be measured in economic terms but also accepts its responsibility towards environmental and social impact.

As with most organisations we believe that the success of any business is dependent upon development that meets the requirements of the present, without affecting future generations and their abilities to be able to meet their own requirements.

I.E. Bolt & Nut (2012) Ltd therefore are committed to building a sustainable organisation, which can not only be measured in economic terms, but also accepts its responsibility towards environmental and social impacts.

I.E. Bolt and Nut (2012) Ltd is committed to the following:-

- An Economic Performance with the aim to be a professional and profitable organisation using sustainable policies to achieve this.
- An Environmental Responsibility to minimise any negative impacts on the environment and to keep to an absolute minimum, any use of natural resources. This will be achieved through adopting an Environmental Management System, effective Supply Chain Management and Waste Minimising controls, and a commitment to halting biodiversity loss and managing land sustainability in line with the Environmental Act 2021.
- A Social Responsibility by committing as much resource as is required to implement an effective Health and Safety Management System.
- Providing adequate resources and training needed to continually improve the effectiveness of the various Management Systems.
- Working with our business partners in driving continuous performance improvements forward and where possible working with the local community to ensure minimal disruption.
- Ensuring the Business Systems are developed to meet the requirements of relevant standard as well as all applicable statutory and regulatory requirements.
- A legal commitment towards achieving net-zero carbon emissions by 2050.

Economic performance

Key Actions are to:

- Strive to generate sufficient profit to provide the platform for a stable and developing business.
- Have continuous investment within the organisation to ensure its continuous financial viability for the future.

Key Indications for Future Success Are: -

- Continued retention of BS EN ISO 9001 registration.
- Continue to improve our service levels on existing and future contracts.
- Continue to meet our budgetary targets of turnover and profit.
- Look for continuous improvement in quality of supply chain.



SUSTAINABILITY POLICY

Environmental responsibility

Key Actions are to: -

- Undertake environmental aspects and impact assessments.
- Implement an organisational vehicle policy, which promotes low emissions and minimises fuel usage.
- Adopt Circular Economy principles to reduce, reuse, and recycle resources, targeting zero waste to landfill.
- Dispose of all waste according to environmental regulations.

Key Indications for Future Success Are:

- Improved fuel usage to mileage ratio.

Social responsibility

Key Actions are to: -

- Continually look to attract, develop, and retain excellent people
- Carry out annual assessments of competence, training development and performance.
- Be an equal opportunities employer, irrespective of race, marital status, disability, gender, sexual orientation, religion, or belief.
- Regularly update employees on the company activities.
- Monitor and evaluate training activities and expenditure.

Reporting

I.E. Bolt and Nut (2012) Ltd will make known annually to all employees a report on the organisation's progress.

In fulfilling this Sustainability Policy Top Management recognises the importance of its External Providers and will work with them to improve the ability to meet this policy by the way they provide their services.

The success of this Policy is monitored, controlled, and improved through the element of the Business System such as internal audits, management reviews, corrective / preventive actions, training and supervision.

Responsibility for this Policy lies ultimately with the Top Management of I.E. Bolt and Nut (2012) Ltd. However implementation and maintenance of the Policy is the responsibility of every Director, Manager, Supervisor and Employee.

This policy will be reviewed at regular planned intervals to ensure ongoing suitability.

SIGNED:

DATE: 20th March 2026

Adam Reeve - Managing Director