

# SIS Pitches Sustainability Policy

## Introduction

At SIS Pitches, we are dedicated to balancing purpose and profit. Our commitment to sustainability is rooted in our B-Corp certification, signifying our dedication to meeting the highest standards of social and environmental performance, transparency and accountability. As a B-Corp, we are striving to provide increasingly more sustainable solutions for our customers, decreasing our reliance on fossil fuels and natural resources, to empower our people and limit our environmental impact on the planet. We pledge to increase social value through our everyday practices, delivering for communities across all our operations. We believe in "Pursuing the Possible" and "Powering More Play" by delivering innovative, sustainable solutions that enrich communities, foster inclusivity and protect our planet.

## Our Sustainability Commitments

### 1. Customers

We are dedicated to exceeding client expectations through sustainable practices. Our goal is to deliver high-quality, eco-friendly sports surfaces that enhance participation in sport. By leveraging academic and scientific research, we provide surfaces that perform better, last longer and minimise environmental impact.

### 2. Climate Change

We acknowledge our responsibility to mitigate climate change. Our initiatives include reducing carbon emissions, promoting low-carbon solutions and supporting projects that enhance climate resilience. We strive to develop and implement practices that reduce our environmental footprint across all operations.

### 3. Energy Efficiency

We are committed to improving energy efficiency in our products and operations. By adopting advanced technologies and optimising our processes, we aim to reduce energy consumption and enhance the performance of our sports surfaces. We support the transition to renewable energy sources wherever possible.

### 4. Our People

Our people are our greatest asset. We foster a safe, inclusive, and inspiring workplace where everyone can thrive. Our commitment to diversity, equity and inclusion ensures that all employees feel valued and respected. We provide continuous learning and development opportunities to help our team members reach their full potential.

### 5. Social Value and Community Engagement

We are dedicated to delivering social value and supporting the communities where we operate. Our initiatives include community outreach programs, local employment opportunities and partnerships with local organizations to create lasting positive impacts. We believe in building strong, resilient communities by fostering social well-being and economic development.

## 6. Diversity, Equality and Inclusion

We are committed to creating a diverse and inclusive environment, where people feel supported and empowered. Our policies and practices promote equality and respect for all individuals, regardless of gender, marital status, race, ethnicity, religion, sexual orientation, disability or age. We believe that diversity drives innovation and strengthens our business.

## 7. The Circular Economy

We embrace the principles of the circular economy by prioritising the use of sustainable materials, recycling and waste reduction. Our goal is to extend the lifecycle of our products and minimise waste. We work closely with our supply chain partners to develop and promote sustainable solutions.

## 8. Biodiversity

Protecting and enhancing biodiversity is integral to our operations. We implement measures to minimise our impact on local ecosystems and promote biodiversity on our projects. Our commitment includes preserving natural habitats and supporting initiatives that enhance ecological health.

# Implementing Our Sustainability Policy

## Governance

Our CEO is responsible for reviewing, endorsing and achieving the aims of this policy. The Group Sustainability Manager administers the policy and communicates sustainability information to stakeholders. Our B-Corp Steering Group provides the framework for setting and reviewing objectives and targets.

## Responsibilities

- **Divisional/Business Managing Directors:** Ensure the policy is distributed, implemented and complied with.
- **Managers:** Enforce processes and procedures, ensuring their teams understand and fulfil their responsibilities.
- **Employees:** Adhere to this policy, challenge any behaviour that falls short of its expectations and report breaches to their line manager.

SIS Pitches is committed to being a force for environmental and social good. By integrating sustainable practices into every aspect of our business, we aim to create a positive impact on our customers, communities and the planet. Together, we pursue the possible and power more play, driving towards a more sustainable future for all.



**George Mullan**

Chief Executive Officer

SIS Pitches Group Ltd.

25<sup>th</sup> September 2024