



SUSTAINABILITY POLICY

Revised and updated March 2024

SigmaRoc is an AIM-quoted lime and limestone group targeting quarried materials assets in the UK and Northern Europe.

SigmaRoc plc is committed to sustainability and has reviewed guidelines and frameworks such as SABS and FTSE Russell, both of which align the UN Sustainable Development Goals. SigmaRoc is dedicated to Environmental, Social and Governance matters and as such has implemented a series of specific policies as well as the following Sustainability Policy:

Environment

SigmaRoc looks to follow four key statements with regards to our commitment to environmental responsibility:

- Sustainable use of reserves and resources;
- Responsible use of key resources including raw material, minerals and water;
- Optimise energy use and minimise impact of our operations on the environment; and
- Contribute to sustainable construction and address environmental aspects either through production or consumption.

Social

SigmaRoc looks to follow four key statements with regards to our commitment to social responsibility:

- Ensure people leave work in the same or better condition than when they arrived;
- Support the physical and mental health and wellbeing of our employees and their families;
- Attract, train, retain, and engage our workforce;
- Be a good neighbour; Source local, buy local, sell local, invest local.

Governance

SigmaRoc looks to follow four key statements with regards to our commitment to governance:

- Promote QCA and Corporate Governance Codes;
- Ensure proactive Board oversight and independence of committees;
- Focus on Risk Management and mitigation, including cyber;
- Ensure transparency and fairness on reporting and Tax

Responsibility for this policy:

- This policy applies to all companies of the SigmaRoc plc Group and must therefore be respected by all workers. Local management is responsible for the application of this policy at the local company level. The board of directors of SigmaRoc plc will review this policy at least annually to ensure compliance with legal and regulatory duties as well as relevant industries' best practices.