

ESG Policy Document – Aligned with ISO 14001

Company Name: COBA Ltd EMEA

Environmental, Social, and Governance (ESG) Statement

At COBA we are committed to integrating Environmental, Social, and Governance (ESG) principles into our operations, with a strong focus on environmental management aligned with ISO 14001 standards. Our goal is to deliver high-quality mats and flooring solutions while minimising environmental impact, supporting our people, and maintaining ethical governance.

1. Purpose

This ESG Policy outlines our commitment to responsible business practices that promote environmental sustainability, social responsibility, and strong governance. It serves as a framework for integrating ESG principles into our operations, decision-making, and stakeholder engagement.

2. Scope

This policy applies to all employees, contractors, suppliers, and partners of Cobas Ltd. It guides our approach to ESG across all business activities and locations.

3. Commitments

Environmental Responsibility (ISO 14001 Focus)

COBA has adopted an Environmental Policy to reduce its impact on the natural world. We operate an Environmental Management System (EMS) in accordance with ISO 14001 to:

- Identify and manage environmental risks and opportunities across our product lifecycle
- Continuously improve our environmental performance through measurable objectives
- Reduce energy consumption, emissions, and waste in manufacturing and logistics
- Use recycled and sustainable materials in product design and packaging
- Ensure legal compliance and maintain documentation for audits and reviews

Key initiatives include:

- **Compliance and auditing:** The company follows an environmental management system aligned with the ISO 14001 standard. Its German subsidiary is also assessed by EcoVadis on its environmental performance.
- **Sustainable products:** The company has an initiative to manufacture solutions with a better and more sustainable future in mind. For example, its ReGen matting range is made from 100% regenerated material.
- **Carbon offsetting:** COBA has taken steps to offset its carbon emissions, including an initiative to plant trees; for every sale of its Premier entrance matting range. Plus, we balance our carbon emissions by paying our energy supplier to purchasing carbon credits for projects that reduce or capture greenhouse gases, such as renewable energy or forest protection.
- **Waste and recycling:** The company implements measures for waste management, recycling, and energy efficiency. On site we have paper, cardboard, plastic, wood and food recycling waste streams and continue to search for further projects to reduce our landfill waste.
- **Supply chain standards:** COBA collaborates with suppliers to ensure they meet high environmental standards.

Social Impact

COBA's social policies focus on creating a positive and safe working environment and engaging with the community. We promote a safe, inclusive, and supportive workplace by:

- Prioritising employee health and well-being, including ergonomic product design
- Supporting local communities through outreach and charitable initiatives
- Upholding fair labour practices and safe working conditions across our supply chain
- Providing ongoing training and development for all employees

Key initiatives include:

- **Workplace culture:** The company is building an inclusive workplace that supports employee well-being.
- **Workplace health and safety:** All activities are designed and managed to prevent injury and illness, in line with the international standard ISO 45001. Training and refresher courses are regularly provided.
- **Ethical sourcing:** The company is a partner of Sedex, a platform for managing and improving labour standards in the global supply chain.
- **Community engagement:** COBA supports social initiatives and engages with the "broader COBA community".

Governance & Ethics

The company is committed to ethical business practices and transparency in its operations. We maintain strong governance practices to ensure transparency and accountability:

- ESG and ISO 14001 goals are embedded in our leadership and strategic planning
- We conduct regular internal audits and management reviews to ensure compliance
- We engage stakeholders to align our practices with their expectations
- We report ESG performance and environmental metrics to drive continuous improvement

Key initiatives include:

- **Ethical conduct:** The Corporate Responsibilities policy has a "zero-tolerance approach" to bribery and corruption.
- **Ethical reporting:** All employees are encouraged to report any suspected ethical violations without fear of retaliation.
- **Legal compliance:** COBA is bound by UK laws, including the Bribery Act 2010, and European regulations such as REACH, which governs chemicals.
- **Third-party verification:** The company uses third-party platforms, like EcoVadis, to regularly assess its performance in ethics and sustainable procurement.

Supplier and Procurement Standards

We recognise the importance of responsible sourcing and supplier partnerships in achieving our ESG and ISO 14001 objectives:

- We assess suppliers based on environmental performance, ethical labour practices, and regulatory compliance.
- Preference is given to suppliers who demonstrate commitment to sustainability, including use of recycled materials and low-impact manufacturing
- We maintain transparent procurement processes and require suppliers to adhere to our Code of Conduct
- Regular reviews and audits are conducted to ensure supplier alignment with our ESG goals and ISO 14001 standards

4. Implementation

To achieve our ESG goals, we will:

- Reduce operational waste by 25% over the next 3 years.
- Increase use of recycled materials in product design.
- Enhance employee wellbeing and engagement through structured programs
- Continue providing First Aid Training and Mental Health First Aiders and safety awareness training
- Keep providing 24 – hour GP access and Employee Assistance Program (EAP) for confidential and personal support
- Maintain high standards of compliance and ethical sourcing.
- Continue with integration of electric vehicles (EVs) and charging stations
- Continue with community work including Santa Shoe Box and taking part in charity sports events
- Monitoring and Reporting
- We will monitor ESG performance through regular assessments and report progress annually. Feedback from stakeholders will be used to improve our practices.

5. Review and Updates

This policy will be reviewed annually and updated as needed to reflect changes in regulations, stakeholder expectations, and business priorities.

Our Commitment

We are aligned with the United Nations Sustainable Development Goals (SDGs) and are working toward a net zero future. Our ESG strategy, supported by ISO 14001 certification, reflects our commitment to responsible manufacturing, environmental stewardship, and ethical business conduct.