

2025

CAMIDA

# ESG Policy

Camida

ESG002

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# Document Information

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## VERSION CONTROL

| VERSION | DATE              | SUMMARY OF CHANGES | UPDATED BY     |
|---------|-------------------|--------------------|----------------|
| 001     | May 23 2024       | Initial version    | Lisa Spillane  |
| 002     | September 30 2025 | Updated            | Sheila O'Flynn |
|         |                   |                    |                |

**Consulted:** David Anchell

**Approved / Reviewed by:** Sheila O'Flynn

**Document owner:** Sheila O'Flynn

**Next review due:** 30/09/2026

# About this Policy

## ESG @ CAMIDA

This ESG Policy formalises Camida’s commitment to supporting the principles of sustainability and recognises that a sustainable world is central to our lives and our work.

Camida is committed to managing its activities to promote sustainability as a broader subject considering not only the conservation and the enhancement of our natural resources, the prevention of environmental pollution, and the continual improvement in our environmental performance, but also, to focus on social aspects of sustainability such as diversity, inclusion and equity and the overall well-being of our various stakeholder groups.

The aim of this ESG Policy is to integrate a philosophy of sustainability into all of the organisation’s activities and to establish and promote best practices in our operations.

We will achieve this by:

- Informing staff and stakeholders of our commitment to sustainability.
- Supporting the implementation of relevant actions within our organisation.
- Monitoring the progress of those actions.
- Communicating the outcome of those actions.

# Policy Ownership

## ESG @ CAMIDA

This policy is owned by Sheila O’Flynn (Quality Technician).

This policy was adopted in May 2024 and is reviewed on an annual basis.

This policy is subject to change and may be amended based on guidance and changes to our overall sustainability ambitions.

Departmental Managers have day-to-day responsibility for this policy, and you should refer any questions about this policy to them in the first instance.

Suggestions for changes or additions to this policy are welcome and should be reported to the ESG Team at Camida.

This policy covers all employees, officers, directors, consultants, contractors, volunteers, interns, part-time workers and any other type of worker connected to Camida.

This policy has been implemented following consultation with Camida’s ESG Team.

This policy does not form part of any contract of employment or other contract to provide services and it may be amended at any time.

# Letter from the CEO

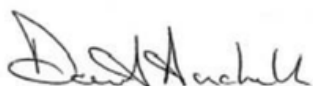
## ESG @ CAMIDA

Dear Colleagues,

At Camida, we work hard on achieving sustainability across our operations by focusing on the environmental, social and governance (ESG) factors that will not only improve sustainability across our operations but also contribute to a more sustainable future for all.

It is the policy of Camida to ensure, in so far as is reasonable practicable, that the procurement, storage and distribution of chemicals does not in any way constitute a hazard to the environment or communities that we operate in.

Sustainability to us needs to be a holistic practice that requires constant reflection, change and improvement in order to deliver the type of change that will help us set the bar not only for ourselves but also for our customers, suppliers and business partners.



**David Anchell**  
CEO

# ESG Policy

## OUR SUSTAINABILITY PROMISE

At Camida, sustainability isn't merely a pledge; it's ingrained in our ethos, guiding every aspect of our operations.

We are dedicated to prioritising sustainability as we empower our staff, clients, and broader stakeholders through education, development, and unwavering support.

Our commitment extends beyond the confines of our sector, aiming to cultivate a tangible, positive impact on both the environment and the community we serve.

Within Camida, sustainability isn't a fleeting promise; it's a solemn vow to the generations yet to come.

We recognise our responsibility to foster a world that is not only sustainable but thrives in harmony with nature and society. Through collaborative efforts and collective action, we envisage a future where sustainability isn't just an aspiration but a reality - a future that is resilient, equitable, and prosperous for all.

Together, we embark on this journey, united in our quest to build a better tomorrow.

# ESG Policy

## DELIVERING OUR PROMISE

Our promise is to:

### **1. Minimise our Environmental Footprint**

We are committed to reducing energy consumption, conserving water, and minimising waste through innovative practices and technologies.

We will continuously strive to enhance our sustainability efforts to protect and preserve our natural resources.

### **2. Foster Social Responsibility**

We value diversity, equity and inclusivity (DEI) within our various stakeholder groups and throughout our community.

We will continue to create a welcoming and inclusive environment for all, support local initiatives, and actively contribute to the well-being of our community.

# ESG Policy

## DELIVERING OUR PROMISE

### **3. Uphold Ethical Governance**

We adhere to the highest standards of integrity, honesty, and transparency in all aspects of our business.

We will continue to ensure ethical governance practices, and accountability in our decision-making processes.

### **4. Engage and Educate**

We will engage with our various stakeholders to raise awareness and foster a culture of sustainability.

Through education, collaboration, and empowerment, we will inspire positive change and collective action.

### **5. Measure and Improve**

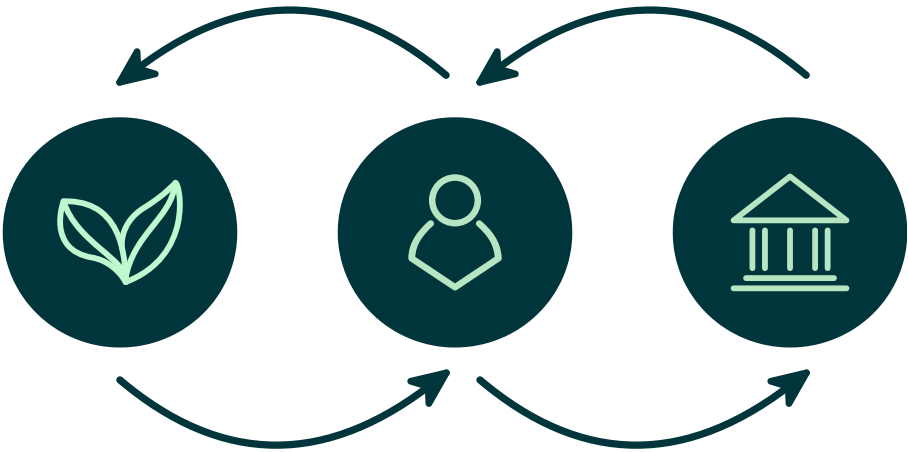
We will establish clear goals, targets, and metrics to track our sustainability performance and measure progress.

We will continuously seek out opportunities for improvement, innovation, and best practices to advance our sustainability journey.

# ESG Policy

## ESG PILLARS

**By integrating the Sustainable Development Goals (SDGs) across Environmental Social and Governance (ESG) pillars, Camida can instill a deep understanding of sustainable development principles among current and future stakeholders - employees, customers, and suppliers.**



# ESG Policy

## ENVIRONMENTAL

The first ESG factor - Environment - includes the protection of biospheres and ecosystem functions as well as the availability of material resources. Environmental aspects are elements of business activities which interact with the environment.

Environmental aspects include:

- RAW MATERIALS AND RESOURCES
- ENERGY
- EMISSIONS
- WASTE
- WATER
- LAND USE

**These environmental aspects can produce favourable or unfavourable changes, which are known as environmental impacts.**

In order to future-proof our business, the team at Camida consider it vital to adopt a lifecycle perspective and consider this throughout production and project management processes, and through the wider organisational strategy.

# ESG Policy

## SOCIAL

The Social component encompasses a range of issues and topics related to how a company manages their relationships with employees, supply chain, customers, stakeholders, and the community. Social factors can influence investment decisions, public perceptions and operational practices.

Social aspects include:

**LABOUR PRACTICES  
DIVERSITY, EQUITY & INCLUSION  
HUMAN RIGHTS  
COMMUNITY ENGAGEMENT  
CUSTOMER SATISFACTION  
PRODUCT SAFETY & LIABILITY**

**These social factors are critical for assessing a company's overall sustainability and ethical behaviour.**

Camida has a consistent and committed approach to promoting social factors within our organisation. We achieve this by enabling a more diverse and inclusive environment and promote the highest standard of human capital management.

Engaging with social factors within Camida is integral to building a responsible, ethical, and sustainable business that can thrive in today's complex and interconnected world. It is also key in our ability to meet regulatory obligations, attract and retain talent, and guarantee the long-term sustainability of our company.

# ESG Policy

## GOVERNANCE

Governance refers to the set of rules, practices, and processes by which a company is directed and controlled. Governance actors focus on the internal systems of practice, controls, and procedures a company adopts to govern itself, make effective decisions, comply with the law, and meet the needs of external stakeholders.

Governance aspects include:



**Governance factors ensure that a company operates in a transparent, accountable, and responsible manner, which can enhance its reputation, reduce risks, and contribute to long-term success.**

Effective governance within Camida is crucial for building trust with investors, employees, customers and stakeholders.

Our team will continue to maintain strict levels of governance oversight through policies, personnel, and programmes.

# ESG Policy

## ESG PILLARS

### ENVIRONMENTAL

#### Building a Greener Future

- Minimising Camida’s environmental impact with a strong push for renewable energy and zero waste.
- Maximising Camida’s reach in providing services that help decarbonise the economy.

#### SDG ALIGNMENT



### SOCIAL

#### Helping Society Thrive

- Ensure an inclusive and safe workplace to attract and retain the best talent.
- Elevate relationships with new offerings and opportunities through ESG lenses.

#### SDG ALIGNMENT



# ESG Policy

## ESG PILLARS

### GOVERNANCE

#### Strive to Lead by Example

- Embed ESG across the business and our supply chain, with the highest ethical standards.
- Ensure full integrity at all times with the highest standards and processes.

### SDG ALIGNMENT



# Ongoing Commitments

Camida's Leadership Team prioritises proactively identifying and managing sustainability-related opportunities and risks, ensuring the company stays ahead of evolving market trends and regulatory requirements.

We regularly review and audit our sustainability practices across the business and work directly with employees and stakeholders to promote improved environmental performance.

At Camida we are driven by continuous improvement.

We are dedicated to strengthening our sustainable practices with the goal of contributing to positive impacts on the environment and society.

We strive to lead by example and will ensure that this ESG Policy is available to all stakeholders upon request. It will be annually reviewed to allow for feedback and ongoing development of actions and targets.

# Stakeholder Involvement

We will encourage all Camida staff to undergo training on the various aspects of sustainability.

We will aim to raise awareness of sustainability factors across our operations on a regular basis.

We encourage collaboration and involvement of all staff in our sustainability efforts.

Staff involvement is critical to ensuring the adoption of this policy and in our efforts to tackle the various challenges related to environmental and social sustainability.

An ESG Team has been established as the sustainability steering group. They aim to drive involvement and stewardship of sustainability across Camida.

**CONTACT THE ESG TEAM :  
ESG@CAMIDA.COM**

# Policy Compliance

Compliance with this policy will be continually monitored through any or all the following methods:

- Review of records maintained by the ESG Team
- Reports or feedback from staff
- Any other method

## **What are the consequences for failing to comply?**

Because of the importance of this policy, failure to comply with any requirement will be addressed by completion of a full retraining of our procedures, with follow up to ensure compliance.

## **When will this policy be reviewed?**

We will review this policy annually as part of our overall risk management process.

We will also review this policy if:

- There are any major changes in the law
- We identify or are alerted to a weakness in the policy
- There are changes in the nature of our business, our clients or other changes which impact on this policy

## **Where can I get further advice on ESG matters?**

You can get further advice and guidance from the ESG Team at [esg@camida.com](mailto:esg@camida.com).

# THANK YOU.

 [www.Camida.ie](http://www.Camida.ie)

 [esg@Camida.ie](mailto:esg@Camida.ie)

 [LinkedIn](#)

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