

EVOLVING OUR ESG FRAMEWORK

Scott's newly refined ESG Framework is designed to drive sustainable growth by aligning with priorities identified through insights from the Double Materiality Assessment. This process has enabled the company to sharpen its focus on the most impactful areas, ensuring that its initiatives remain both effective and aligned with long-term objectives.

The refreshed framework centres on three key pillars: People, Purpose and Place, which guide Scott's ESG efforts.

For this report, the focus is on the 'Place' pillar, as it directly supports the company's objectives of reducing greenhouse gas (GHG) emissions and advancing climate adaptation initiatives. By prioritising the 'Place' pillar, Scott aims to accelerate progress in its GHG emissions reduction strategy and strengthen its climate adaptation plan, demonstrating a clear commitment to environmental stewardship and sustainable impact.

ESG Pillar	Focus Area	Description	Goal
People People are at the core of what we do. It is our commitment to continue to build engaged, diverse, and talented teams. It focuses on retention and recruitment, a priority for our people-led business. This is supported by a commitment to maintaining a safe and inclusive working environment for all.	Employee Retention & Engagement	Team career development with education and training opportunities.	Promote team career growth through focused training and a positive work environment that enhances engagement and retains talent.
	Employee Safety & Wellbeing	Provision of a workplace that safeguards the health and wellbeing of employees.	An unwavering commitment to employee wellbeing, health and safety, supported by a continually evolving strategy to protect our people.
	Diversity & Inclusion	A diverse and inclusive culture and equitable opportunities for employees.	Foster a culture of diversity and inclusion, empowering everyone to thrive.
Purpose Purpose refers to the recipients of our solutions and services – Scott's customers and shareholders. It covers the importance of building meaningful customer relationships, which is a key foundation of the Scott 2027 strategy. This pillar also highlights Scott's commitment to growing a profitable business focused on long term growth and positive shareholder return.	Customer Experience	The experience and satisfaction of Scott's customers.	Transforming industries by improving customer satisfaction, efficiency, productivity and resilience through valuable insights and services.
	Governance	The effectiveness and robustness of Scott's business governance.	Ensuring accountability, transparency, ethical decision-making and regulatory compliance through strong governance structures.
Place Place outlines our commitment to the environment and ensures we develop and encourage sustainable business practices. Our focus on Sustainability ensures that Scott is partnering with employees, customers and suppliers that share our values.	GHG Emissions	The impact of Scott's greenhouse gas emissions.	Reduce our GHG emissions through energy efficiency, renewable energy and sustainable practices across our supply chain.
	Climate Change	The ability of the business to withstand and manage impacts of climate change.	Tackle climate change and build a globally resilient business.
	Sustainable Procurement	The sourcing and quality of materials, the efficiency, traceability and impact of Scott's end-to-end supply chain.	Incorporate sustainability into procurement by prioritising sustainable and responsible suppliers.
	Product Innovation	The quality, safety and ethical sourcing of Scott's products and use of sustainable packaging.	Driving product innovation focused on sustainability, quality improvement and value-added solutions for environmental and social benefits.
Other	Storytelling & Communication <i>(underpins all)</i>	Sharing sustainability efforts transparently, building trust and alignment with stakeholders.	Share stories of our ESG journey to provide information, education and enhance the engagement of key stakeholders.