

All Group Policies are intended to set out the minimum principles to which the Group subscribes – where necessary, local companies should adjust policies to take into account local requirements, specifically local currencies where amounts are stipulated

Sustainability Policy

Approved: November 2018

Owner: Company Secretary

1. Policy statement

At Majestic sustainability means that we will make every effort to advance our business in such a way that we meet the present needs of the business without compromising the future of anyone or anything.

We are committed to being a responsible corporate citizen in the pursuit of our goal to deliver long term value (profits) within the context of our social (people) and environmental (planet) responsibilities and the associated globally recognised challenges.

2. Implementation

- a. Principles – we subscribe to the following principles:
 - i. **Inclusivity** - We will engage with all our stakeholders where possible and across our total value chain. Where we do not own a process we will strive to provide guidance and leadership to effect change.
 - ii. **Sustainability** - We will identify and manage, as far as commercially possible, the positive and negative impacts we have on the economy, environment and society.
 - iii. **Relevance** - We will focus on areas where we determine our business to have a significant impact or areas which affect the assessments and decisions of our stakeholders.
 - iv. **Responsibility** - We will strive to be fair, accountable and responsible in all our dealings.
 - v. **Transparency** – We will monitor and report on our activities in a way that is accurate, balanced, reliable and clear and enables our stakeholders to compare our progress year-on-year
- b. Implementation Plan – we will develop an implementation plan which will provide the detailed actions, and implementation progress, which will support the following objectives:



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Our Behaviour <i>Economic</i>	1. Comply with Legislation
	2. Promote economic success
Our Planet <i>Environment</i>	3. Protect and enhance the environment
Our People <i>Social</i>	4. Be a socially responsible corporate citizen

3. Review

This policy will be reviewed as and when necessary but at least every second year, or after any significant event which shall include but not be limited to any introduction of new legislation, the raising of any EES issue within the wider sector or any event which directly or indirectly impacts the EES position of the company.