



Miter's Sustainability Policy

1.0 The United Nations Sustainable Development Goals are a series of call to actions to help progress the global community towards a more positive future. Recognizing some of the world's biggest problems such as poverty and climate change, these issues are addressed with strategies that interconnect governments, industries and communities around the world. Broken down, each goal has 8 -12 targets that are assessed yearly with a combination of tools used to track and measure progress.

2.0 The Sustainable Development Goals, (SDG), comprise 17 goals and related targets for 2030 to address the shared global challenges of poverty, inequality, climate, protecting the natural environment, prosperity, peace and justice. The SDGs are Government commitments with business having a vital role as partners for progress.

3.0 Although a single location, small business, Miter has just celebrated 21 years in business in Newport, South Wales and has contributed to the local economy in that time, and supplied clients throughout the UK. Miter is therefore in a position, in its small way to align with 8 SDG goals such that it will play a part in the UK's contribution to the SDGs.

4.0 This Policy is a statement of commitment from Miter to align with the following SDG goals;

5.0 Relevant UN SDGs targets for Miter

UN SDG	Miter Actions
NO POVERTY	<ul style="list-style-type: none">• Miter will donate annually to the local food bank• Miter will engage in and support local community charity events each year• Miter will continue to supply consumables free of charge to a local church
GOOD HEALTH AND WELLBEING	<ul style="list-style-type: none">• Miter will comply with all UK Health, Safety and Wellbeing legislation for its employees• Miter will pay its employees above minimum wage and during periods of sickness absence• Miter employees are able to attend medical appointments paid and during work time• Miter provides Health Shield support for all employees
GENDER EQUALITY	<ul style="list-style-type: none">• Miter will provide equal opportunity in employment to all genders.

DECENT WORK AND ECONOMIC GROWTH	<ul style="list-style-type: none">• Miter will ensure that its future growth will be made environmentally sustainable through better practices• Miter is committed to the development and training of its employees
REDUCED INEQUALITIES	<ul style="list-style-type: none">• Miter will pay above national minimum wage to all its employees
RESPONSIBLE CONSUMPTION AND PRODUCTION	<ul style="list-style-type: none">• Miter will adopt a circular economy approach, which involves reuse, repair, and recycle of existing products and materials in an effort to reduce waste and pollution, and conserve natural environments.
CLIMATE ACTION	<ul style="list-style-type: none">• Miter will reduce its non- recyclable waste year on year• Miter will reduce its energy consumption year on year• Miter will reduce its water consumption year on year• Miter will reduce its paper useage year on year

5.0 Monitoring

5.1 Each Miter action identified to support the SDG's above will be monitored on a quarterly basis by the Managing Director to ensure the correct direction of travel, and to identify any remedial action necessary. Each action will be reported as a KPI.

6.0 Reporting

6.1 Miter's progress with the action identified above will be published on its website annually.

7.0 ESG

7.1 Miter is aware that properly planned and executed, an ESG sustainability materiality assessment:

- Ensures that business strategy takes significant social and environmental topics into account
- Identifies trends that may impact the company's ability to create value in the long-term
- Identifies areas of primary interest to important stakeholders
- Enables different functions of the business to seize opportunities to stay ahead of competitors
- Prioritizes resources for sustainability issues that matter most to the business and stakeholders
- Highlights areas to manage and monitor issues that are important but not currently addressed
- Highlights areas where the company is increasing or decreasing value for society

7.2 Therefore Miter will undertake an ESG materiality assessment during 2023/24 so as it identify its sustainability priorities.

Reviewed 02.02.25

Signed:

A handwritten signature in black ink, appearing to be 'M. A.' with a stylized flourish at the end.

Date: 02.02.25

Managing Director Miter Industrial Supplies Ltd

(First produced on 03.02.23)