

Pryme Group ESG Policy

Introduction

Pryme Group is an engineering solutions provider, serving customers in Energy Transition, Defence, Nuclear, Oil & Gas and other critical infrastructure sectors.

Our Vision - To provide innovative engineering solutions for our net zero future.

Our Mission - Our people deliver innovative products, services and solutions partnering with our clients to create a sustainable future.

Our key activities are:

- Large project management and fabrication provision.
- Integrity management & certification services to the energy, marine, utilities and renewables sectors.
- Multi-site, high-quality contract machining capabilities, serving general and high complexity requirements.
- A specialist high pressure fluid product and systems manufacturing division.

The businesses and employees of Pryme Group are guided by a set of shared core values, known as: **How Does Pryme Act:**

- **H**SE in everything we do
- **D**eliver on promises
- **P**eople come first
- **A**lways act with integrity

Pryme Group Environmental, Social and Governance policy

Value creation through Sustainability

Our goal is to grow our business by creating sustainable value for our investors, employees, customers, suppliers and the communities where we live and work. We promote best practice and work to protect the vulnerable in our role as a provider of project management, engineering consultancy, manufacturing services and product innovation.

Having sustainability and growth at the heart of our ambitions, we work continuously to add value and ensure the longevity of our business and our stakeholder's interests.

By building strong teams with common objectives and employing sustainable thinking into our daily decision making, our promise is to identify and assess the ESG opportunities and risks within our business, measure our reactions and performance against these, take necessary steps to optimise our position and move forward in a transparent and positive manner.

In doing so we will build on our strong roots to ensure we can continue to create worthwhile and sustainable value for our stakeholders, employees, society and the environment.

Governance of our ESG policy deployment is undertaken by our ESG committee. Educating and providing the necessary tools to our business unit leaders, we expect all parts of our group to set ambitious targets, communicate expectations, enforce compliance and report on performance against these expectations. Regular assessment of expectations and performance is held monthly by our Senior Leadership Team.

Aspects of Responsibility

Our goal is to grow our business by creating sustainable value for our investors, employees, customers and other stakeholders. The key elements to the three pillars of our ESG activity are -

Environmental	Social	Governance
Risk awareness	Health & Safety	Responsible business practices
Legislative compliance	Human Rights	Transparency of reporting
Monitor environmental footprint	People & cultures	Anti-bribery policy
Reduce environmental impact	Investing in our communities	Whistleblowing process
Seek positive environmental impact business opportunities	Opportunity creation	Regulatory & statutory compliance

Environmental

We understand and believe in our responsibilities towards improving our environmental impact. With our accreditation to ISO:14001 and its associated obligations, and our own company values, we pay close attention every day towards maintaining our commitments. These include improving our water and waste management practices, reducing our energy consumption, eliminating contamination, reducing activities that contribute towards our carbon footprint, re-use and recycle at every opportunity and seek out alternative energy and energy storage solutions.

Our product manufacturing and engineering activities pay close attention towards opportunities to use less and cleaner energy through innovation.

Social

We aim always to be a good and charitable neighbour in the communities that we work in. As an equal-opportunities employer we value greatly the diversity of employee input that cultural inclusivity creates and we work hard to ensure a healthy level of workforce engagement and distribution. Developing our leaders and staff members is central to our sustainability goals, improving outcomes in succession planning as our group grows. Accreditation to ISO:45001 ensures that we are focussed on, and compliant with, people centred policies and underpins two of our core values “people come first” and “HSE in everything we do”.

Governance

Good governance and the demonstration of this through our actions is essential for Pryme Group. As a member of the global business community, having business partners in all regions of the world, it is critical that we are seen as a highly regarded and trustworthy organization that will always act in compliance with local regulatory and statutory requirements. This is key to preserving our integrity and that of our stakeholders. We always transact in an open, honest and transparent manner. Integrity of thought and behaviour is a demand we place on ourselves and our terms of engagement and policies ensure that we demand the same from others that we interact with.

With group compliance documents covering our trade and customs, accounting, employees, criminal act, anti-slavery and bribery policies, we can ensure that we protect and enact responsible and efficient business processes and protect human rights.

“Delivering on promises” is one of our core values and one of our promises to the market is that we will always act in accordance with the highest ethical and moral standards, informed by our company handbook and its code of conduct.