

Sustainability Policy

FMH Conveyors International Ltd (UK), part of the Duravant Group, is a market-leading designer and manufacturer of loose materials handling equipment, serving clients across the UK and internationally. With over 20 years of industry expertise, we specialize in advanced conveyor systems engineered for fluid truck loading and unloading, as well as distribution, warehousing, sortation, and manufacturing operations.

As a global leader in material handling solutions, we are committed to more than just engineering excellence, we are dedicated to environmental responsibility, sustainability, and supply chain integrity. These principles are not merely regulatory obligations; they are core values that shape our culture, guide our decisions, and define how we operate.

Purpose

This policy defines FMH Conveyors International Ltd.'s commitment to sustainability across its operations and supply chain. It provides a framework for embedding responsible environmental, social, and ethical practices in line with legal requirements, international standards, and our core values.

It guides our efforts to reduce environmental impact, improve resource efficiency, support sustainable development, uphold human rights and ethical conduct.

Through this policy, FMH affirms its role as a responsible business, driving positive change for people, communities, and the planet.

Scope

This policy applies to all FMH Conveyors International Ltd employees, contractors, suppliers, and stakeholders who are directly or indirectly involved in our operations, services, and supply chain. It encompasses:

- Internal teams across all departments and locations, who are responsible for implementing sustainable practices in their daily operations.
- Contractors and service providers, who must adhere to FMH's sustainability standards and ethical guidelines while delivering services on our behalf.
- Suppliers and vendors, who are expected to comply with our Supplier Code of Conduct and contribute to responsible sourcing, ethical labour practices, and environmental stewardship.
- Business partners and stakeholders, including customers, investors, and community representatives, who play a role in supporting and influencing our sustainability goals.

By applying this policy broadly, FMH ensures that sustainability is embedded throughout our value chain, fostering a culture of accountability, transparency, and continuous improvement.

Policy Statement

FMH Conveyors International Limited embeds sustainable and ethical practices into every facet of our business, driving down environmental impact, boosting operational efficiency, and fostering innovation with purpose. Our commitment extends beyond compliance; it's about creating lasting value for our people, partners, and the communities we serve.

Environmental Responsibility

We will:

- Minimize waste through reduction, reuse, and recycling.
- Reduce energy consumption and transition to renewable sources.
- Monitor and reduce greenhouse gas emissions.
- Promote sustainable water use and pollution prevention.
- Integrate environmental considerations into procurement and planning.

Social Responsibility

We are committed to:

- Supporting local communities and promoting well-being.
- Ensuring safe, inclusive, and fair working conditions.
- Promoting diversity, equity, and inclusion.
- Educating staff on sustainability and ethical practices.

Economic Sustainability

We will:

- Invest in sustainable technologies and innovation.
- Ensure long-term financial viability through responsible resource use.
- Collaborate with suppliers who share our sustainability values.

Sustainable and Ethical Procurement

FMH Conveyors International Ltd recognizes that sustainable procurement is a key aspect of corporate social responsibility. Our purchasing decisions impact the economy, society, and environment. We are committed to:

- Ensuring sustainability and ethical procurement are reflected throughout our organization and supply chain.
- Making responsible choices about what we buy, who we buy from, and how goods and services are used.
- Working with suppliers who contribute positively to human rights, environmental protection, and community well-being.
- Upholding our Supplier Code of Conduct, which outlines expectations around human rights, anti-slavery, child labour, equality, health and safety, and environmental impact.
- Treating suppliers fairly, professionally, and with integrity.
- Communicating transparently and addressing any incidents of poor conduct.
- Encouraging suppliers to adopt similar values and high standards.
- We continue to improve our awareness and management of sustainable procurement and invite our partners to join us in developing responsible, ethical, and sustainable supply chains.

Governance and Continuous Improvement

- The senior leadership team and senior management team oversees the implementation of this policy
- All departments are responsible for integrating sustainability into their operations.
- We will comply with all relevant legislation and standards.
- We will set measurable goals and review progress annually.
- We will continuously improve through audits, feedback, and innovate
- This policy will be reviewed and updated annually, or sooner if significant operational or regulatory changes occur.

Supplier Code of Conduct

FMH Conveyors International Ltd expects all suppliers to conduct business ethically, responsibly, and in full compliance with applicable laws and regulations. This policy outlines the core principles that govern supplier relationships and applies to both direct suppliers and, where relevant, their downstream supply chains.

Core Principles

Human Rights

Suppliers must respect and uphold the principles of the Universal Declaration of Human Rights. They must not be associated with products or services that violate these rights, including the manufacture or transfer of armaments to oppressive regimes or the use of equipment for torture.

Legal Compliance

Suppliers must comply with all applicable laws and regulations in the countries where they operate, including environmental, health and safety, and labour laws.

Anti-Slavery and Forced Labour

Suppliers must not engage in forced, bonded, or compulsory labour. Employment must be freely chosen, and workers must retain control of personal identification documents.

Child Labour

Child labour is strictly prohibited. Suppliers must comply with ILO standards, ensuring no employment of children under 12, or under 15 if it interferes with education, or under 18 in hazardous conditions.

Equality and Diversity

Suppliers must promote diversity and prevent discrimination in hiring, compensation, training, promotion, and termination.

Employee Wellbeing and Development

Suppliers are expected to promote a healthy work-life balance for all employees and provide access to training programs and opportunities for personal and professional development.

Respectful Workplace

Suppliers must ensure all employees are treated with dignity and respect. Any form of abuse, harassment, or intimidation is strictly prohibited.

Terms of Employment

Suppliers are required to provide employees with clear, written contracts outlining terms of employment and ensure working hours and conditions comply with all applicable local labour laws.

Health and Safety

A safe and healthy working environment must be maintained, with appropriate facilities, training, and risk management systems.

Confidentiality and Intellectual Property

Suppliers must

- Safeguard all confidential information belonging to FMH, its customers, and other stakeholders.
- Respect and protect intellectual property rights, ensuring that proprietary data, designs, and technologies are not misused or disclosed without authorization.

Anti-Bribery and Corruption

FMH has zero tolerance for bribery or unethical conduct. Suppliers must not offer gifts, entertainment, or financial incentives to FMH employees or affiliates.

Environmental Responsibility

Suppliers must comply with environmental laws and strive to:

- Minimize waste and pollution
- Improve resource efficiency (energy, water, raw materials)
- Reduce noise, odour, and ground pollution
- Monitor and reduce Scope 1 and Scope 2 carbon emissions.

Signature  Date 29th October 2025

Martyn Kingston
General Manager