SUSTAINABILITY POLICY

2Excel's vision is **to excel in aerospace service delivery (in Britain and beyond) in order to build value for all of 2Excel's stakeholders.**

As an employee-owned business, that value is not just monetary, it includes long-term job security, workload, personal enjoyment at, and in, our work, within an organisation that has mature moral core values and standards. Those standards should reflect society and, within the context of environment and social governance (ESG), societal development is moving fast.

It follows that the prosperity of our business is predicated not just on our financial value, growth and productivity but also the **sustainable delivery and management of our activities**. Our Sustainability Policy addresses this.

Aim

The aim of 2Excel's Sustainability Policy is to **enhance the experience of everyone and everything our business interacts with** including, but not limited to, our people, customers, other businesses, suppliers, local communities and the environment by **consistently** achieving the following objectives:

Objectives

- Nurture and sustain our **caring culture**, empowering and engaging all employee owners to care about our social values and the environment in which we operate.
- Be recognised as an **exemplary, socially and environmentally conscious** aerospace company.
- Be regarded by our employee owners as an **employer of choice that improves working lives.**
- Be **positively regarded by our local communities, customers, partners and stakeholders** that establishes and **sustains partnerships** with like-minded customers and suppliers.

Hierarchy of ESG Policies, Strategies and Plans

This ESG Sustainability Policy provides the overarching direction under which the ESG Steering Group (ESGSG) is to develop subordinate ESG policies, strategies and plans in order to support 2Excel's long-term resilience. Policy and strategy is delivered by 2Excel's **Sustainability Action Plan (SAP)** which is owned by the ESGSG.

As fundamental pillars of the SAP, there are 2 subordinate sustainability policies:

The 2Excel Social Value Policy; and

The 2Excel Environmental Policy.

In turn, each of these policies has its own subordinate strategy and plans that will be used to deliver the intent of each policy. These plans are detailed in each relevant policy.

Governance

Oversight, monitoring and development of 2Excel's sustainability policies, strategies and plans is the responsibility of the ESGSG under the SAP.

The ESGSG is to monitor quarterly and report annually its performance against the Sustainability Policy objectives using recognised and, where appropriate, independent tools. The ESGSG is to continuously improve the standards, efficiency and effectiveness of those tools.

The initial benchmark against which performance shall be measured is Financial Year 2019-20. It is accepted that, inherently, using a historical start point may be more subjective than subsequent assessments should be.

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