



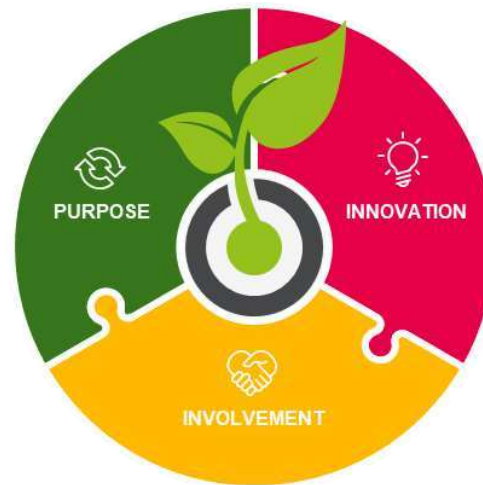
Grove House
Guildford Road
Leatherhead
Surrey
KT22 9DF
United Kingdom

hhglobal.com

Sustainability Statement

Innovation with Purpose guides our sustainability agenda, outlined by our three key commitments:

1. Purpose: to support the UN SDGs,
2. Innovation: developing innovative solutions to boost profits, protect the environment and contribute to society,
3. Involvement: to collaborate with and engage our clients, suppliers, and employees.



To drive progress, we have created programmes to engage with both clients and suppliers. Our client-facing teams are provided with education on our targets, the benefits of helping clients reduce environmental impact, and a process to track and share economic and environmental savings through engaging and interactive dashboards.

Through this process HH Global can provide regular reporting to demonstrate the environmental impact of our clients' product choices. We use data dashboards to regularly track the use of materials such as paper, cardboard, plastics, etc., as well as the percentage of certified and recycled content.

Having established a client's environmental impact, we then provide guidance on initiatives to help reduce their environmental impact, with measurable savings. We then work to standardise their impact, as well as offsetting their environmental impact through projects to reduce carbon and protect wildlife.



Our procurement teams work closely with our suppliers to guide and support them in their efforts to improve their environmental performance. We have created the Sustainable Procurement Framework platform, which enables us to evaluate our suppliers' ESG maturity and provide training materials and resources based on HH Global's own sustainability journey and contribution to the SDGs.

Our Innovation with Purpose strategy aligns innovation and sustainability, helping our clients and suppliers to understand the importance of both. We hold regular innovation days with clients where we educate on the importance of balancing economic and environmental savings and identify opportunities for improvement and collaboration across the supply chain.

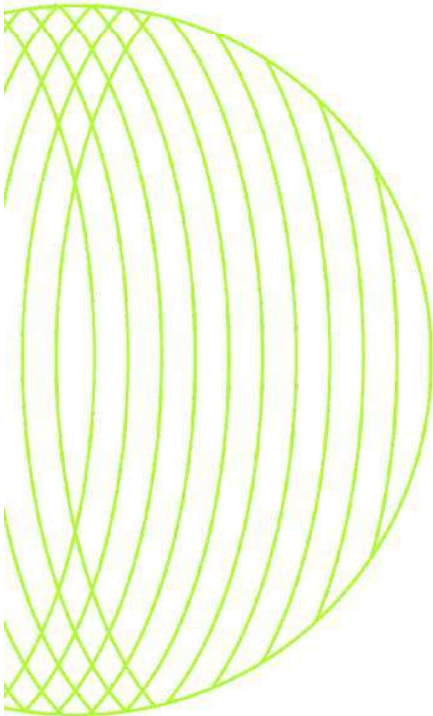
In 2021 HH Global published our commitments to four prioritised UN SDGs, governance and accountability for which resides with the Group Management Board.

SDG 8 Decent work and economic growth (promote sustained, inclusive, and sustainable economic growth): We are committed to ensuring that HH Global is a great place to work, and that our suppliers provide decent working conditions for their employees with a fair wage and strong employee rights.

SDG 10 Reduced inequalities (reduce inequality within and among countries by 2030): We are committed to being a diverse and inclusive business that reflects the communities in which we operate and that the rights and opportunities of every person should be respected, regardless of their gender, ethnicity, religious beliefs, sexual orientation, or socio-economic background.

SDG 12 Responsible consumption and production (ensure sustainable consumption and production patterns): We will ensure products are sourced and produced responsibly, while also helping our clients to look at more sustainable forms of consumption.

SDG 13 Climate action (take urgent action to combat climate change and its impacts): We will help keep global warming below 1.5C by reducing our carbon footprint and moving to net zero emissions





SDG 15 Life on Land (take urgent action to combat degradation of natural habitats and biodiversity):
Work towards a 100% deforestation-free global supply chain, make nature-based investments, and establish a water usage reduction strategy.

Environmental Targets

Our world is changing. Financial savings are important, but it's clear we also need to take care of our planet and create a sustainable future for all. HH Global's commitment, reflected in our corporate strategy, is not just to follow but to drive the CSR agenda within our industry. This is solidified by our status as a signatory of the UNGC, which serves as the world's largest corporate sustainability initiative and addresses challenges to the environment and human rights.

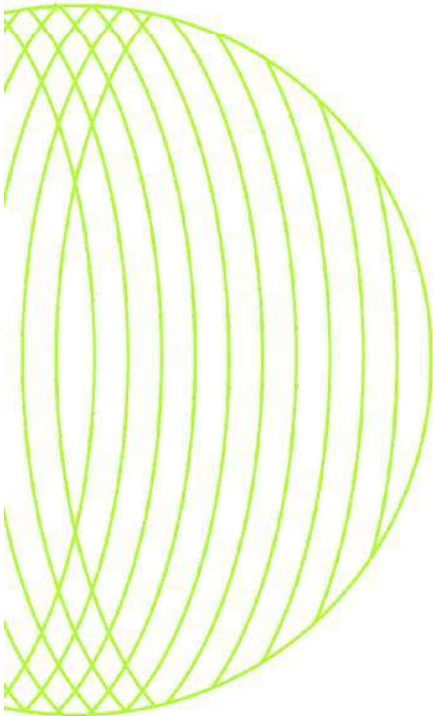
We set clear targets to help our clients with their CSR programmes, incorporating support for the UN SDGs. In doing so we develop innovative solutions and pledge to foster the involvement of employees, clients, and suppliers.

We have set ourselves an ambitious mission and targets we are striving to achieve. Most recently we have aligned to the Science Based Targets Initiative (SBTi) and have stated our commitment publicly. In August 2021 we published a full suite of ESG targets aligned to our previously stated commitments:

SDG 8 Decent work and economic growth (promote sustained, inclusive, and sustainable economic growth):

- Employees of our business will be paid a Living Wage and we will require confirmation of a Living Wage policy from 100% of our Tier 1 (direct) suppliers* by 2025
- 100% of our Tier 1 (direct) suppliers* to align with our clearly defined environmental and social standards or have appropriate corrective action plans in place by 2025
- All of our Tier 1 (direct) suppliers* to receive information and guidance on the Sustainable Development Goals with 30% demonstrating their support by 2025

*Suppliers that make up 95% of HH Global spend





SDG 10 Reduced inequalities (reduce inequality within and among countries by 2030):

- HH Global Leadership* to have 30% representation based on Gender, Race & Ethnicity and Age & Generation, by 2025
- 15% of the HH Global annual spend will be placed with Small & Diverse Business suppliers by 2025
- All people development and training programmes to include DE&I principles, and be completed by 100% of employees by 2025

*Group Management Board and Regional Leadership Teams

SDG 12 Responsible consumption and production (ensure sustainable consumption and production patterns):

- We commit to educating our clients on the availability of alternative solutions to plastic and cellulosic fibre-based materials, and increasing the use of recycled content in production by 20% by 2025 (vs baseline of 2021)
- We commit to providing all clients environmental impact calculations at quotation stage by 2025
- We will eliminate single-use plastics in our own offices by 2025

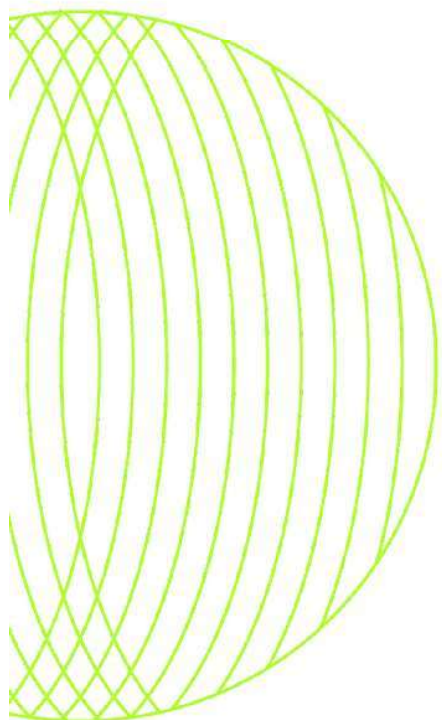
SDG 13 Climate action (take urgent action to combat climate change and its impacts):

- 100% renewable energy in our operations by 2025
- 50% reduction in emissions by 2030*
- 90% reduction in emissions by 2040*
- 10% emissions neutralization by 2040

*Compared to a FY22 baseline

SDG 15 Life on Land (take urgent action to combat degradation of natural habitats and biodiversity):

- Work towards a 100% deforestation-free global supply chain by 2030, aligning with pending legislation and ensuring we protect crucial forested areas.
- Invest significant funds to nature-based investments by FY2030, restoring ecosystems but also combating climate change through carbon sequestration.





- Establish a baseline for water usage by 2025, striving to reduce it by 20% by 2030 to support the preservation of life on land.

Additionally, we report on client impacts and savings in relation to the environment. We track the impacts related to our clients' requirements, which mainly sit in our supply chain, combining carbon emissions data and materials usage with easy-to-understand equivalencies. We use technology to transform and display purchasing data, including our Environmental Calculator technology and HH Insights Dashboards. This allows us to set HH Global objectives and collaborate with our clients. Our annual Innovation with Purpose Reports outline our most recent achievements.

Our CSO owns this activity and updates the CPO on progress against targets. These are reported publicly in our annual report, which requires Executive Committee approval, as well as in our annual UN Global Compact statement. In addition, our commitment to the SBTi provides further targets and objectives to report on.

Our client-facing teams welcome working towards these targets and have reported that measuring and reporting on environmental savings has improved client relationships and presented new business opportunities.

A handwritten signature in dark ink, appearing to read 'Kevin', with a stylized, flowing line extending to the right.

Kevin Dunckley, Chief Sustainability Officer

