

First publication: February 2022
Version: 1.2
Reviewed: 26 November 2025
Document type: Policy
Scope: Global



DONCASTERS

GLOBAL ENVIRONMENTAL POLICY

POLICY NAME
Global Environmental Policy
PURPOSE
This Policy sets out Doncasters' commitment to respecting the environment, operating responsibly, minimising its environmental impact, and helping to reduce the speed of climate change and resource depletion.
OBJECTIVES
The objective of this Policy is to define Doncasters' commitment to: <ul style="list-style-type: none"> 1. Comply with all relevant regulatory requirements 2. Continually monitor and improve environmental performance 3. Continually improve and reduce environmental impacts 4. Include environmental factors into business decisions 5. Increase employee awareness and training 6. Ensure that Doncasters' internal policies and procedures are complied with
This Policy is a global minimum standard.
Where local legislations define higher standards, Doncasters' entities will comply with them.
As set out in our Code of Conduct, Doncasters complies with local laws in every country where it operates.
AUDIENCE
The policy applies to all companies within the Doncasters Group, including all operating companies under the operational control of DPC Holdings Limited. It applies to all Doncasters' employees, consultants and other parties working with Doncasters.
In the following document, a Doncasters Group entity is referred to as "Doncasters" or "the Company"
Doncasters is committed to ensuring that its stakeholders, including but not limited to its suppliers, consultants, and advisors, uphold the principles set out in this policy and adopt similar policies within their operations.
INCLUDED IN THIS POLICY IS....
<ul style="list-style-type: none"> 1. Our Commitments 2. Our Business Partners 3. Reporting Mechanism & Complaint Procedure 4. Confidentiality & Protection Against Retaliation

CONFIDENTIALITY STATUS
Public
LOCAL ADAPTATION AUTHORISATION
Yes, if more restrictive and with the prior written approval of the General Counsel.
DOCUMENT OWNER
Legal, Compliance & Risk
DOCUMENT REVIEWER
Executive
DOCUMENT APPROVER
Board of Directors
INTRODUCTION
<p><i>“Doncasters is committed to reducing our environmental impact as part of our strategic business planning, through a process of continual improvement”</i></p> <p style="text-align: right;"><i>Mike Quinn, CEO</i></p>
<p>Doncasters is committed to respecting and promoting the highest standards of ethical behaviour in line with our Code of Conduct, our Values, and our Environmental, Social and Governance Report, which is published annually and can be found on our Website.</p> <p>The Company recognises the impact it has on the environment in its direct operations, supply chain and the use of its products and services through the consumption of natural resources, energy, water, and the generation of waste.</p> <p>The Company strives to have a positive impact on the environment and is committed to applying all applicable environmental legislation, and, to the continual improvement of the environmental management system to enhance environmental performance. We have set ourselves ambitious goals that address key risks and opportunities across the entire footprint of our operations.</p>

1. OUR COMMITMENTS

This policy provides a framework for action and the setting of the Company's environmental objectives and targets.

Doncasters will deliver its commitments by:

- complying with applicable government legislation and local government and state regulations
- responding swiftly to accidents or incidents that have the potential to threaten the environment
- providing advice on the safe handling of the Company's products, their transportation and their final disposal
- disposing of any waste products in ways that show concern for the environment
- using only registered carriers to dispose of waste and to recycle wherever possible
- encouraging the development of products, processes and equipment with concern for the future of the environment
- communicating freely on environmental matters with government officials, employees, customers, and members of the public
- providing training for all employees as appropriate to enable them to carry out their job functions in a manner that shows care for the environment
- carrying out environmental audits when required
- promoting environmental principles by sharing experience with regulatory bodies, other companies, employees and members of the public
- implementing this formal Environmental Policy, the Company will focus on action to conserve resources and energy, to minimise emissions to air, water and land and to increase recycling rates

Doncasters' Board endorses this Policy statement and is fully committed to its implementation.

2. OUR BUSINESS PARTNERS

We share our environmental ambitions with our business partners and engage with them to assess environmental risks in our supply chain.

3. REPORTING MECHANISMS & COMPLAINT PROCEDURE	
Reporting to Management	
All employees are all responsible for the implementation of this Policy and for ensuring that the Company adheres to its aims and objectives. If you have any concerns which could amount to a breach of this Policy, please raise your concerns with your line manager.	
Reporting to their local EH&S representative	
If the Employee does not feel comfortable raising the issue to their manager, either because of an existing or potential conflict of interest or because of the fear of retaliation, they should report the matter to their local EH&S representative.	
Report through Speak Up	
Employees can also report breaches of this Policy via the Speak Up service. The Speak Up service is run by a company called Navex and is an external, independent reporting service designed for employees and others to report anonymously any violation of Law and regulations, our Code of Conduct, Corporate Values and related policies or directives, including this one while complying with local regulations. Details of the contact details can be found in our Code of Conduct, on posters around each site, on the Employee App and on SharePoint.	
REPORT ONLINE	REPORT BY PHONE
www.doncasters.ethicspoint.com	<p>From the UK: Call: 0800 890 011 (when prompted, dial: 833 537 0829)</p> <p>From the USA: Call: 833-537-0829</p> <p>From Germany: Call: 0800 225 5288 (when prompted, dial: 833 537 0829)</p> <p>From India: Call: 000 800 050 3406</p> <p>From Mexico: For outside calls, dial your local access code followed by 800-288-2872. Por Cobrar Spanish: 800-112-2020 (when prompted, dial: 833 537 0829)</p>

	From China: 400 120 8504
--	-----------------------------

4. CONFIDENTIALITY & PROTECTION AGAINST RETALIATION

Doncasters strictly prohibits retaliation against anyone who, in good faith, reports violations of this Policy or participates in an investigation, even if the investigation does not ultimately prove the concerns. Dishonest, bad faith, or otherwise abusive reports (such as false personal attacks aimed at specific individuals) are prohibited and may result in disciplinary action.