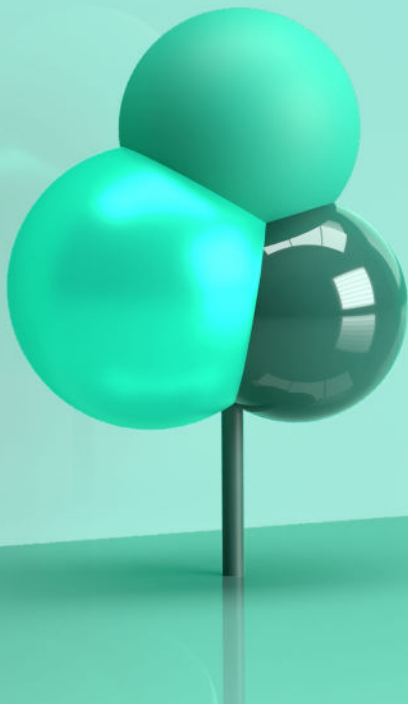




Corporate Sustainability Policy Statement and Strategy



INTRODUCTION

A. Statement from the CEO

At Designer Group, we strongly believe we have an obligation – to our employees, our communities, our customers and the environment – to operate our business sustainably.

Solving our generation’s biggest challenge requires dynamic leadership and energy to really make a difference. Designer Group must step up and play our part in meeting this challenge head on. We must deliver real change in the way we work if we are to make a difference.

We have already started on our sustainability journey. We have invested in our people including the appointment of a Head of Sustainability Dan Aspling and a sustainability manager Ronan Cullen and, as part of our Strategy 2025, we have developed a plan with clear deliverable milestones to achieve our sustainability goals.

POLICY STATEMENT

As a major user of physical, natural and human resources, we recognise that our operations can greatly contribute to creating a more sustainable world. We carefully consider our impact on future generations and assess the impact our actions now will have on our future.

Designer Group is committed to sustainable development and to reducing our environmental impact, protecting human prosperity and biodiversity. We do this by implementing a well-developed sustainability strategy that closely manages the effect of our activities on our stakeholders, the built environment and the planet.

Our leadership is responsible for enabling employees to contribute to our environmental objectives and to implementing this policy.

STRATEGY

A. Our Vision

We put sustainability at the heart of our business strategy through our market leadership role, our operations and the services we provide. We have a sustainability strategy that is fully aligned with our commercial objectives and enables us to grow and create value and is central to the long-term development of our business.

Our vision of a sustainable future is concentrated on operating in a sustainable manner for our clients, employees, and the wider community. Our partnership with our stakeholders is based on mutual respect, doing no harm and protecting human welfare. Our activities are based on avoiding and mitigating harm to our common environment, through climate change or destruction of biodiversity.

B. Our Strategic Pillars

Developed through the examination of our activities and informed by our Policy and Vision, we have identified three broad pillars into which all our activities and impacts can be brought together. These three groups allow us to focus our strategic implementation on recognisable and manageable topics. We use these pillars in our materiality assessment for the purposes of reporting in accordance with the Global Reporting Initiative, they are:

People - *A society for our future*

– inspiring the next generation; supporting our communities; developing sustainability knowledge and skills; and creating a healthy, safe and inclusive workplace.

Planet - *An environment with a future*

– supporting a low carbon economy; demonstrating respect for the environment through resource efficiency and preventing pollution; and protecting and improving ecosystems.

Performance - *A business of the future*

– influencing and supporting sustainable economic growth with strong governance, integrity and accountability; being part of an international business while recognising the responsibility and the importance of providing local services without compromising our future.

Our strategy is reviewed annually by the Board of Directors, and we commit to specific, measurable targets on climate change, waste, water and employee welfare. We report in a public and transparent way in accordance with the Global Reporting Initiative and the Carbon Disclosure Project. We have ambitious targets in place, including our pledge to operate a Net Zero Carbon business (scope 1 and 2) by 2035, and we select suppliers and materials that support this goal. Our policy aligns with our core values and ensures that we always strive to deliver better, more innovative solutions, with integrity and transparency.

Signature



Michael Stone

Group CEO