

	<p>BRUSH Group</p> <p>'Just Transition' Policy</p>	Document Number	BRUSH-ESG/BPL/003
		Issue	A

Department	Sustainability	Approver	S Woodmass	Signature	<i>Stephanie Woodmass</i>	Classification	Unrestricted
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BRUSH GROUP

'Just Transition' Policy

The BRUSH GROUP 'Just Transition' Policy must be followed by anyone who works for or represents BRUSH, including directors, officers, employees, agents, distributors, and business associates working for or on behalf of any BRUSH entity, including, but not limited to BRUSH Group Ltd., together with its subsidiaries and affiliates ("the Group").

Employees must gain an understanding of the **'Just Transition' Policy** and ensure that its principles are fully applied in relevant areas of their job role.

Purpose of this policy

The purpose of this policy is to make clear to all BRUSH staff what is meant by the 'Just Transition' and how we propose to work towards achieving it.

Policy Statement

The concept of a 'just transition' refers to the equitable and inclusive process of transitioning to a more sustainable economy whilst ensuring that no one is left behind. It recognises that the shift towards sustainability may have significant social and economic impacts, particularly on workers and communities dependent on industries that are being phased out. Therefore, a just transition seeks to address these impacts by prioritising the needs and well-being of workers, communities, and other affected stakeholders. Overall, a just transition seeks to reconcile environmental, social, and economic objectives in a way that promotes sustainability, equity, and resilience. By prioritising fairness, inclusivity, and collaboration, it aims to build a more sustainable and prosperous future for all.

BRUSH Group commits to implement this 'Just Transition' policy to ensure that the process of transitioning to more sustainable business practices is fair and equitable for all stakeholders.

Our commitments are as follows:

1. **Stakeholder Engagement:** BRUSH will engage with employees, unions, local communities, and other stakeholders to understand their needs, concerns, and perspectives regarding the transition to sustainability. We will foster open dialogue and collaboration to ensure that everyone's voices are heard and considered in decision-making processes.
2. **Skills Development and Training:** BRUSH will provide training and upskilling opportunities to current and future employees to equip them with the necessary skills and knowledge to adapt to new roles and technologies. We will invest in education and training programs that enable workers to transition smoothly to sustainable practices while maintaining job security and career advancement opportunities.
3. **Economic Development:** BRUSH will identify opportunities to utilise green technologies and procure locally, where possible. We will also review the sustainability of our supply chain and offer collaborative opportunities to suppliers being affected by the green transition. Where feasible, we will assist suppliers with their sustainability performance and share best practice to ensure that our procurement supports the principles of the 'just transition'.
4. **Job Creation and Social Safety Nets:** BRUSH will recognise the transferable skills of workers affected by the sustainable transition and ensure that recruitment practices reflect the need for robust social support systems. We will promote a safe working environment with regard for employee health and safety and work towards paying all direct and indirect employees a Real Living Wage.
5. **Robust Approach:** BRUSH recognises the importance of greater inclusion and diversity and will continue to monitor the demographic trends of our workforce and give employees the opportunity to collaborate on improvement initiatives. We also ensure that a robust business ethics process is in place with clear channels for speaking up against wrongdoing through our whistleblowing procedure. BRUSH commits to monitoring our sustainability progress, considering both social and environmental impacts, and will review our sustainability performance and targets on an annual basis.

By adopting this 'Just Transition' policy, BRUSH Group will navigate the shift towards sustainability in a way that promotes fairness, inclusivity, and social responsibility, ultimately contributing to a more equitable and sustainable future.