SUSTAINABILITY POLICY

Introduction

ADVANCED ENGINEERING GROUP (the Company), headquartered in the United Kingdom, is committed to operating in an environmentally, socially, and economically sustainable manner. We recognize our responsibility to minimize our environmental impact, contribute positively to the communities in which we operate, and ensure long-term economic viability.

Scope

This policy applies to all employees, suppliers, vendors, and business partners of Advanced Engineering Group. It encompasses all aspects of our operations, from sourcing materials and manufacturing processes to business practices and community engagement.

Company Structure

Headquartered in SILSDEN, UK, ADVANCED ENGINEERING GROUP operates internationally through various legal entities, including:

- **ADVANCED ACTUATORS LIMITED**
- **ADVANCED COMPONENTS LIMITED**
- **ADVANCED DRIVES**

Policy Statement

Environmental Responsibility:

- **Resource Efficiency:** We are committed to reducing our consumption of natural resources, including energy, water, and raw materials, through efficient practices and innovative technologies.
- **Waste Reduction:** We aim to minimize waste generation through the principles of reduce, reuse, and recycle, ensuring responsible disposal of unavoidable waste.
- **Pollution Prevention:** We strive to prevent pollution by minimizing emissions, discharges, and releases of harmful substances into the environment.
- **Sustainable Sourcing:** We prioritize sourcing materials from suppliers who demonstrate sustainable practices and comply with environmental regulations.

Social Responsibility:

- **Employee Well-being:** We are dedicated to providing a safe, healthy, and inclusive workplace for all employees. We promote professional development and ensure fair treatment and equal opportunities.
- **Community Engagement:** We actively engage with the communities in which we operate, supporting local initiatives, and contributing to social and economic development.
- **Human Rights:** We respect and uphold human rights across our operations and supply chains, ensuring fair labour practices and opposing any form of forced labour, child labour, or discrimination.

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Economic Responsibility:

- **Innovation and Quality:** We invest in research and development to create innovative, high-quality products and solutions that meet our customers' needs while advancing sustainability.
- **Ethical Business Practices:** We conduct our business with integrity, transparency, and accountability, adhering to the highest ethical standards and complying with all applicable laws and regulations.
- **Sustainable Growth:** We focus on achieving long-term economic growth that balances profitability with social and environmental responsibility.

Stakeholder Engagement:

We engage with stakeholders, including customers, employees, suppliers, investors, and the community, to understand their concerns and expectations regarding sustainability. We incorporate their feedback into our sustainability strategy and initiatives.

Continuous Improvement:

We are committed to continuously improving our sustainability performance by setting measurable goals, monitoring progress, and regularly reviewing and updating our policies and practices.

Implementation and Accountability

The leadership team of Advanced Engineering Group is responsible for the implementation and oversight of this policy. All employees, suppliers, vendors, and business partners are expected to adhere to the principles outlined in this policy. Non-compliance may result in the termination of business relationships.

Communication

This policy will be communicated to all employees, suppliers, vendors, and business partners. It will also be available on the Company's website and internal communication platforms.

Training and Awareness

Training Notes are attached to this Policy and should be read by all employees; anyone requiring any further guidance or external training should notify your line manager or a Director of the company

Review and Update

This policy will be reviewed annually and updated as necessary to ensure its continued relevance and effectiveness in promoting sustainability.

This policy has been endorsed and approved by:



Andrew Peace
Managing Director

Date: 1st June 2026

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TRAINING NOTES

Introduction to Sustainability

As a company committed to excellence in engineering and responsible business practices, sustainability is at the core of our operations. These training notes are designed to equip you with the knowledge and tools to contribute to our sustainability goals, particularly in the context of our international operations.

Understanding Sustainability

Sustainability in our business context means meeting the needs of the present without compromising the ability of future generations to meet their own needs. It encompasses three key pillars:

- **Environmental Responsibility**: Minimizing our environmental footprint.
- **Social Responsibility**: Ensuring positive impacts on our employees, communities, and society.
- **Economic Responsibility**: Achieving financial performance and long-term economic growth.

Key Areas of Focus

Environmental Responsibility

- **Energy Efficiency**: Implementing measures to reduce energy consumption in our operations and promote the use of renewable energy sources.
- **Waste Management**: Encouraging waste reduction, recycling, and responsible disposal of hazardous materials.
- **Emissions Reduction**: Minimizing greenhouse gas emissions through improved processes and technologies.
- **Sustainable Sourcing**: Procuring materials and services from suppliers who adhere to sustainable practices.

Social Responsibility

- **Health and Safety**: Ensuring a safe and healthy working environment for all employees.
- **Community Engagement**: Supporting local communities through various initiatives and ensuring our operations do not negatively impact them.
- **Employee Well-being**: Promoting work-life balance, professional development, and equal opportunities for all staff.

Economic Responsibility

- **Ethical Practices**: Conducting business with integrity and fairness, adhering to legal and ethical standards.
- **Innovation and Efficiency**: Continuously improving our processes to enhance efficiency and reduce costs.
- **Long-term Growth**: Focusing on sustainable growth strategies that benefit both the company and our stakeholders.

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Sustainability in Export Operations

As a business that exports globally, it is crucial to integrate sustainability into our international operations:

- **Compliance with International Standards**: Adhering to environmental and social regulations in all countries we operate in.
- **Sustainable Logistics**: Optimizing shipping and logistics to reduce carbon footprint, such as using eco-friendly packaging and consolidating shipments.
- **Global Supplier Management**: Engaging with suppliers who share our commitment to sustainability and ensuring they comply with sustainable practices.

Your Role in Sustainability

Every employee plays a vital role in achieving our sustainability goals. Here's how you can contribute:

- **Awareness and Education**: Stay informed about our sustainability policies and practices. Participate in training sessions and stay updated on sustainability trends.
- **Daily Practices**: Adopt sustainable practices in your daily work, such as reducing energy usage, minimizing waste, and recycling.
- **Innovation**: Suggest and implement innovative ideas that can enhance our sustainability efforts.
- **Compliance**: Ensure compliance with all relevant environmental and social regulations in your area of work.

Monitoring and Reporting

We measure our sustainability performance through various metrics and regularly report on our progress. Your participation in monitoring and reporting any sustainability-related issues is essential. This helps us to:

- Identify areas for improvement.
- Track our progress towards sustainability goals.
- Ensure transparency and accountability in our sustainability efforts.

Conclusion

Sustainability is an integral part of Advanced Engineering Group's mission and values. By incorporating sustainable practices into our daily operations, we not only protect the environment but also create a positive impact on society and contribute to the long-term success of our company. Your commitment and proactive engagement are key to making our sustainability policy a reality.

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