

Hitachi Construction Machinery (UK) Sustainability Policy Statement

As an essential business, Hitachi Construction Machinery Group contributes to the realisation of a sustainable society. Based on the group vision of 'Ensure a prosperous land and society for the future.', Hitachi Construction Machinery UK (HCMUK) are committed to integrating sustainability into our business operations, aligning with our Group's 10 key United Nations Sustainable Development Goals (SDGs).

In line with our Hitachi Construction Machinery Group vision, we are committed to integrating sustainability into all aspects of our operations by ensuring compliance with relevant legislation, best practices relating to Environment, Social and Governance (ESG). Through responsible resource management, waste reduction, continuous improvement and innovation, we strive to create long-term value while minimising risk to the planet, our people and our communities.

Environmental Commitment

- Comply with ISO 14001 and ISO 50001 standards and all relevant environmental legislation.
- Promote energy efficiency, waste minimisation, and circular economy practices across operations.
- Assess and address climate risks in our strategy and planning.

Social Commitment

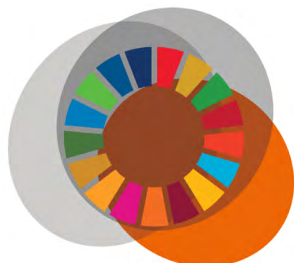
- Foster a safe, inclusive, and equitable workplace for all employees.
- Invest in career development, wellbeing, and local community engagement.
- Provide volunteering opportunities and support charitable initiatives.
- Champion diversity and equal opportunities in all aspects of employment.

Governance Commitment

- Maintain transparency, ethical business conduct, and robust compliance processes.
- Engage stakeholders including employees, suppliers, customers, and communities.
- Communicate policy updates and progress through internal channels.

Responsibility

The board of directors, senior management and heads of department shall take overall responsibility for implementing this policy and its objectives, complying with all legal and client requirements and shall provide adequate resources. However, it remains the responsibility of all employees and business partners to ensure that they are vigilant and diligent in monitoring all business activities to ensure compliance with this policy.



This statement applies to all employees, agents and consultants working for HCMUK. Employees who are engaged in procurement activities are required to familiarise themselves with the content of the statement and other related documents (including HCMUK Business Partner Due Diligence Policy and associated procurement procedures and instructions) and comply with them.

This policy applies to all employees, contractors, and stakeholders working with HCMUK. We are all responsible for integrating sustainable thinking into our daily actions and decisions. Together, we can build a more resilient and sustainable world.

Summary

This policy outlines HCMUK's strategic commitment to sustainability, covering environmental, social, and governance priorities aligned with UN SDGs. It applies to all employees and stakeholders, providing a framework for sustainable practices across operations.

Andrew Shield
Chief Finance Officer



David Roberts
Chief Executive Officer

