

Group Waste and Resource Efficiency Policy.

June 2026

Policy Details

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| Group Policy Name: | Group Waste and Resource Efficiency Policy |
| Group Policy Owner: | Group Chief Executive Officer |
| Group Policy Custodian: | Head of Group Health, Safety & Environment |
| Effective Date: | June 2026 |
| Next Revision Date: | April 2027 |
| Policy Review Number: | V2.0 |
| Internal or External Use: | External |
| Policy Level: | 2 |

1. Policy Statement

1.1 Who We Are

ZIGUP plc ('ZIGUP' 'We', 'Us' or 'Group') and each of its group undertakings exists to keep customers mobile. We are the leading supplier of integrated mobility solutions and automotive services to a wide range of businesses and customers.

1.2 Why This Policy Is Important to Us

The success of our end-to-end integrated mobility services is predicated on maximising vehicle life through efficient management, operation, and repair. One of our Group Values is being OPEN to new ideas and innovation. This Policy encourages us to be OPEN and utilise the principles of the circular economy to evaluate our operations, seeking opportunities to keep vehicles and their parts in circulation.

The supply chain accounts for a significant proportion of the Group's overall carbon footprint. Compliance with this policy and process will help reduce the environmental impact of the goods and services we procure throughout their lifecycle.

We take our waste management duty of care very seriously and comply with all relevant legislation, including hazardous and electrical waste disposal.

This Policy is a cornerstone of effective governance and risk management and a driver of continual improvement in our work and processes.

1.3 Who This Policy Applies To

This Policy applies to all colleagues acting on behalf of ZIGUP, whether engaged on a permanent or temporary basis as employees, and to any external contractors, agency workers, or third parties.

1.4 Policy Compliance

All employees must adhere to this policy and avoid any actions that undermine our commitment to responsible governance.

1.5 Our Commitments

- Drive transformational change across the company to reduce electricity and fossil fuel consumption and achieve a 10% absolute reduction in scope 1 and 2 emissions by 2027. Ensure that 100% of the electricity we consume is renewable by 2027.
- Embed circular economy principles in our procurement strategy and operations to minimise waste generation and zero waste to landfill.
- Continually develop our management systems to reduce environmental impact, minimise water consumption, and enhance biodiversity across our estate.
- Work with critical suppliers to ensure they are setting environmental and social sustainability targets and providing us with products or services that can help to reduce our environmental impact.

1.6 Keeping This Policy Up to Date

This Policy will be reviewed annually, or if the need for an ad hoc review is identified, e.g., a change in legal or regulatory requirements, or where we identify improvements in delivering good customer outcomes. For further advice or guidance on applying this Policy, contact the Head of Group Health, Safety and Environment (HSE).

2. Policy Requirements

2.1 Incorporate the principle of the circular economy in procurement decisions.

- It is important we understand the cost of goods and services over their lifecycle and consider their environmental impact. Working with operations, the procurement team should optimise the cost and impact of goods and services over their lifecycle.
- The Procurement team must engage with our supply chain to identify innovative and cost-effective ways to minimise resource use and waste generation from the outset. For example, they can endeavour to appoint suppliers who remove packaging as part of their supply contract.
- The Procurement team should set performance targets for waste removal contractors to drive down absolute waste volumes.
- Green parts are recovered from damaged vehicles, and their use provides a more sustainable solution; therefore, the Procurement team must work closely with operational teams and suppliers to increase the recovery and use of green parts.
- Promote a repair over replace in vehicle accident repair to reduce lifecycle emissions and improve circular economy outcomes.

2.2. Follow the waste management hierarchy.

- Operational teams must adhere to the principles of the Waste Hierarchy to keep resources in use for as long as possible and to minimise what goes to landfill.
- Procurement and operations must ensure that all wastes, particularly hazardous or contaminated wastes, are transported and disposed of in an environmentally acceptable manner in accordance with statutory duty of care requirements.
- Operational Heads and managers of facilities must provide well set out and signed waste storage areas to promote adequate segregation of waste and recycling.
- Procurement and operations must work with our waste contractors and supply chain to monitor waste streams and identify improvement opportunities for materials management.
- The Health, Safety, and Environmental team must measure, monitor, and report waste from our facilities against our targets and publicly report these to stakeholders.
- Operations must seek to minimise waste collection frequencies and associated vehicular movement impacts whilst not breaching waste storage permit limits.

3. Training and Awareness

The Group Policy Owner does not set mandatory training. However, all businesses must ensure that colleagues involved or any other colleagues they deem relevant are aware of the contents of this policy and how their role is impacted.

4. Declaration

- The content of this Policy has been consulted and considered with interested parties identified by the Group Policy Owner.
- This is a **Level 2** Group Policy. The content and commitments of this Policy have been reviewed by the Executive Committee June 2026.
- The content and commitment of this Policy is hereby signed off by the Group Chief Executive Officer June 2026.