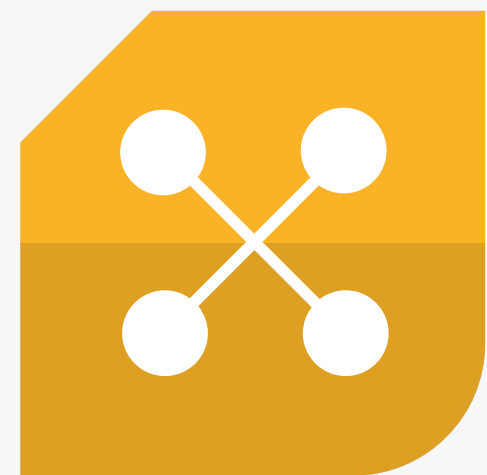


WE PROTECT: **A HALF YEAR** **UPDATE ON OUR** **SUSTAINABILITY AGENDA**



AVON PROTECTION PLC

#FIERCE
about Protecting Lives

OUR SUSTAINABILITY AGENDA

Our mission is to provide unparalleled protection for those who protect us. Protecting runs through our culture and is at the heart of everything we do. This extends to ensuring a sustainable future for us all through our approach to sustainability.

Over the last couple of years, we have been developing our sustainability agenda, we have assessed current practices relating to environmental, social and governance (ESG) and aligned our focus with Group strategy to ensure we deliver meaningful sustainability action.

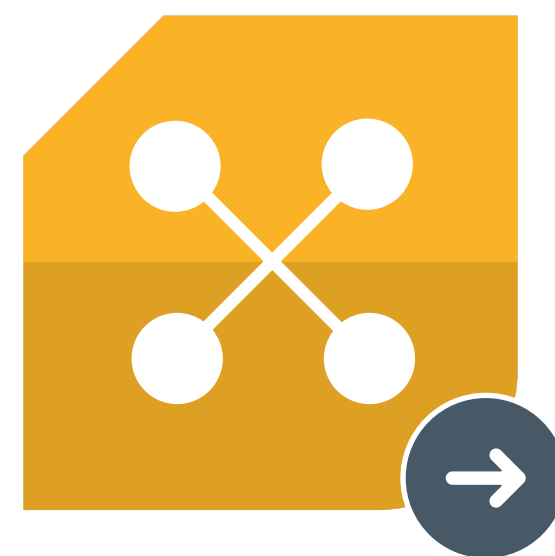


To learn more about how we created our sustainability agenda, visit our website.

PILLARS OF OUR SUSTAINABILITY AGENDA



OUR PLANET



OUR SUPPLY CHAIN



OUR CUSTOMERS



OUR COLLEAGUES AND COMMUNITIES



“The provision of unparalleled protection is a core part of our DNA. This means we are committed to delivering our life-saving technologies in a responsible and sustainable way.”

We recognise that sustainability is a necessity for all stakeholders. We have come a long way in the formalisation of our sustainability agenda over the last few years, and our transformation programme provides a number of key levers that will accelerate the adoption of more sustainable practices.”

Rich Cashin
Chief Financial Officer



OUR SUSTAINABILITY AGENDA



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The climate impacts the life-threatening situations in which our products and services help save lives. Working towards our climate goal, building in more circularity and the targeted use of resources will help us mitigate and adapt to protect our planet.

Focused on efficiencies

We are focusing on identifying opportunities to reduce energy use and resulting greenhouse gas emissions through efficiencies across our operations.

We recognise this as a very important first step in our plan to achieve net zero carbon emissions by 2045 at the latest.



Pictured: Kody Shaw, who led the LED lighting project team, with an award presented by Energy Design Engineers to recognise the team's efforts and achievements.

The team at our Cadillac facility approached this by undertaking a project to implement LED and networked lighting controls at the facility. The core objectives of the initiative were to reduce waste and our carbon emissions. This work has resulted in:

- **avoiding 180 metric tonnes of CO2 annually, equivalent to removing 39 cars off the road**
- **saving 254,583 kWh annually which generates \$28k of cost savings**

Continuous Improvement

Continuous improvement is a mindset, whether by streamlining workflows, optimising resource allocation, reducing waste, or enhancing customer satisfaction, there is always room for improvement. Laying the groundwork for a culture of continuous improvement will be essential in meeting our strategy and sustainability targets.

Over the last year we have increased the number of regular Kaizens at all sites to drive efficiencies, reduce waste and develop employee lean thinking.



A cross-functional team came together in our Melksham facility to improve the right first-time rate on our GSR filter line and reduce scrap.

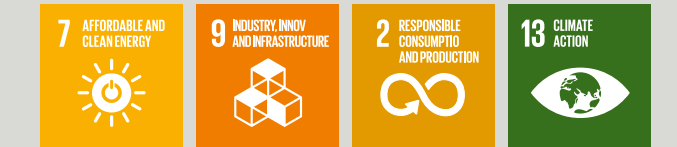
By engaging with suppliers, rewriting standard operating procedures, and introducing new processes and equipment, the team achieved:

- **a 20% increase in the right first-time rate**
- **the potential of a yearly saving of £220k in scrap**

STRATEGY



UN SDGs



Learn about our STAR strategy on our website.

OUR 2028 TARGETS:

5%

reduction per annum scope 1 and 2 GHG emissions (percentage of revenue)

5%

reduction per annum scrap (percentage of scrap)

5%

increase in revenue per square foot annually

- OUR SUSTAINABILITY AGENDA
- OUR PLANET
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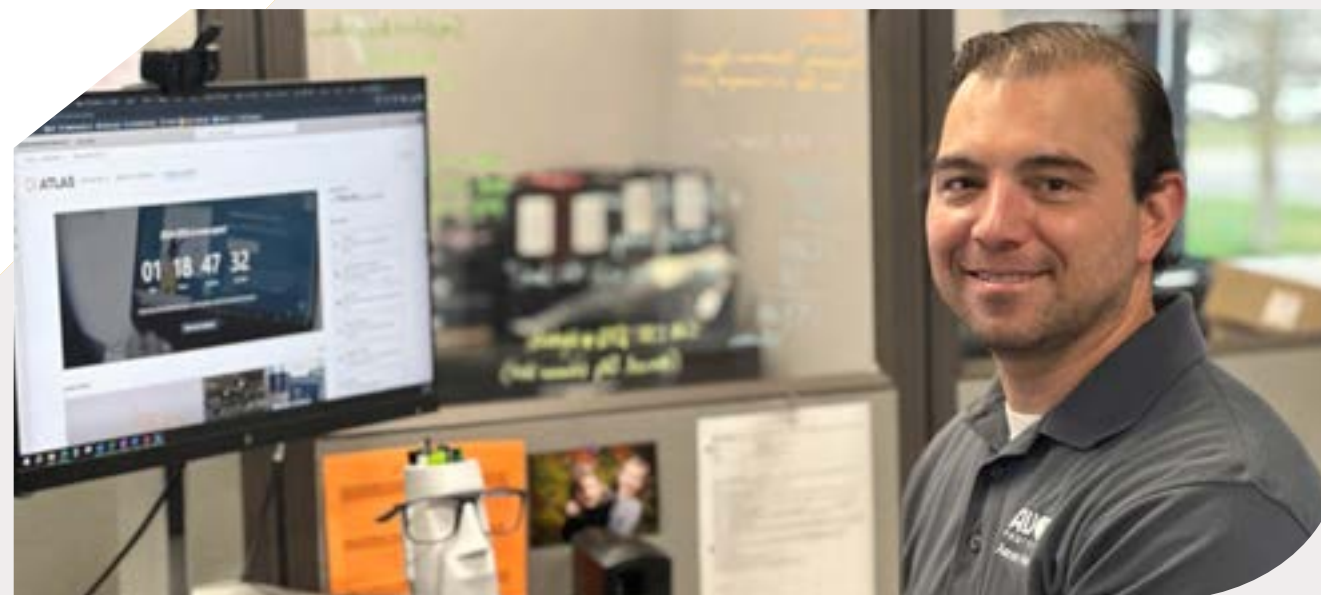
OUR SUPPLY CHAIN

Ensuring a continuous supply of high quality, ethically sourced raw materials and components is critical for us as a trusted partner. Supporting our value chain partners on their sustainability journey will ensure a resilient supply chain that protects the needs of our planet, customers and suppliers.

Global Freight Policy

Over the past year, we've embarked on a mission to standardise our freight management process, aiming to enhance visibility and minimise unnecessary journeys within our supply chain. Our focus included identifying opportunities to decrease the reliance on premium, higher-cost, and carbon-intensive freight methods, such as air freight, while still

ensuring timely delivery. The Sourcing team worked closely with our major freight suppliers to establish quarterly reviews and enhanced data collection. This enabled us to standardise global policies and strengthen collaboration with the right carriers for our future needs.



"When we began the Freight Optimization project we initially assumed that emphasizing business strategy and cost savings would conflict with environmental considerations, but in this case doing the right thing for the environment also made business sense."

Aaron Hoover

Subcontract Manager / Small Business Liaison Officer

Led by Aaron Hoover, Subcontract Manager / Small Business Liaison Officer for Avon Protection, the team have:

Launched a premium freight approval request form

- Challenges the requester to seek more economic and environmentally friendly modes of transport.

Established strategic freight vendors

- Identified a list of strategic providers for each type of shipment (air freight, sea freight, parcel service etc.) which must be used by all sites.
- Strategic providers will be reviewed at a minimum yearly for competitiveness.

Metric tracking

- Quarterly reports shared with leadership.

STRATEGY



UN SDGs



Learn about our STAR strategy on our website.

OUR 2025 TARGETS:

80%

of our supply chain is reviewed against enhanced criteria (by spend)

OUR SUSTAINABILITY AGENDA

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OUR CUSTOMERS

Our customers carry out vital work in life-threatening situations – often in support of protecting the community. They can safely perform with confidence knowing that we protect at every interface with our products and services. From innovative designs, to use, after care and data protection, we meet the changing needs of our customers.

Partnering for innovation

We are committed to staying at the forefront of innovation. Through participation in funded development programmes with our customers, we actively collaborate to shape the next generation of personal protection.

These programmes serve as dynamic platforms where we co-create and refine solutions that meet the evolving demands of our customers and emerging challenges. By engaging in these initiatives, we not only enhance our product offerings but also foster a culture of partnership and continuous improvement.

- Avon Protection have been selected for a number of funded development programmes, including the development of the next generation M61 filters and in underwater technologies, a new underwater full-face mask for the military diving market.
- Team Wendy have been participating in the PANTHER Program; a partnership between research groups and academics to provide greater understanding of traumatic brain injuries (TBI) and set new standards for testing and TBI protection. The program has recently been awarded another round of funding.



As part of the PANTHER Program and to introduce new testing methods, the team in Cleveland have recently achieved a significant milestone with the installation of a brand-new testing rig focused on analysing rotational impacts on helmet wearers. The findings from these test methods have the potential to revolutionise helmet design, allowing us to develop helmets that offer more comprehensive protection against TBI.

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STRATEGY

T A R

UN SDGs



Learn about our STAR strategy on our website.

OUR 2028 TARGETS:

REVENUE

increase revenue from new products

4-7%

R&D expenditure as a % of revenue

SUPPORT

our customers

OUR COLLEAGUES AND COMMUNITIES

Our mission is only achievable as a result of our exceptional, highly engaged colleagues. As a major employer in the areas we operate in, community engagement is important to us, ensuring we contribute an inclusive workplace, with strong values and new opportunities for current and future colleagues.

#FIERCE about Protecting Lives

We have big ambitions as a business, and to achieve them, we need to be aligned, rallying behind our shared purpose with dedication and focus.

Feedback from previous employee engagement surveys showed us more needed to be done to create a common purpose. Through all company questionnaires, small focus group workshops and one-to-one

interviews, we gathered feedback from employees across the business to help shape the direction of our new vision, mission, and values.

We were excited to unveil the outcome of their feedback and our new vision, mission and values this year and look forward to seeing what we achieve together with this renewed focus.



#FIERCE
about Protecting Lives

Get #FIERCE leadership event

Leaders from across the business attended the Get #FIERCE leadership event. During the event we unveiled our new vision, mission and values and the leadership team were empowered to champion these guiding principles across their teams, supporting to embed them into the fabric of our company culture.

This event also showcased our ambitions for the future and how we will strengthen and align our business for continued growth and impact, with every one of our team having a key part to play in building our future together.

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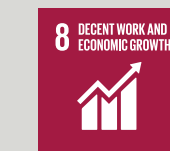
OUR CUSTOMERS

OUR COLLEAGUES AND COMMUNITIES

STRATEGY



UN SDGs



Learn about our STAR strategy on our website.

OUR 2028 TARGETS:

2.5%

annual improvement in employee engagement

SUPPORT

diversity, equity and inclusion

PROMOTING

fill more vacancies with internal hires

SUPPORT

local communities