

# Environment Policy



Wickes

We are a UK based home improvement retailer here to help the nation feel house proud. We're building a business we are proud of, by supporting the fight against climate change and taking action to protect the natural environment. We believe we have an important role to play in society, from the products we sell, to the stores we run and the infrastructure we use to service our customers. We take responsibility for our impact and our influence.

## We commit to:

### Support the fight against climate change

- Decarbonise our stores, operations, fleet and supply chain to become net zero by 2050 in line with the UK Government's net zero target, and meet our near-term science based targets:
- Conduct our engagement activities in line with achieving net zero and the goals of the Paris agreement.
- Prepare for a changing climate, by managing climate-related risks and maximising climate-related opportunities.

### Use natural resources and energy efficiently and reduce the environmental impact of packaging and operational waste

- Eliminate unnecessary packaging in our own brand products; ensure that all our own-brand packaging will be easy to reuse or recycle and therefore meets our producer responsibility obligations.
- Reduce waste from our operations, and increase our operational recycling.
- Embrace the principles of a circular economy in our business.

### Take action to protect the natural environment

- Through the responsible operations of our business and sourcing of our products.
- Protect, and where possible enhance, biodiversity through construction and property management activities.

## How we will do this:

### Deliver our Responsible Business Strategy

- Set environmental objectives and targets for our significant environmental impacts, supported by annual action plans that drive performance improvement.
- Develop and deliver a net zero transition plan to reduce carbon emissions from our stores, distribution activities, and across our value chain.

### Manage our operations responsibly

- Operate our stores, distribution centres, offices and fleet operations in a manner that ensures we are a good neighbour and prevent pollution (including water, air and noise pollution).
- Manage our fleet operations and replacement program to support our journey to net zero. In particular, investigate and develop plans around zero emission vehicle technologies, monitoring commercial vehicle driver behaviours through telematics, and having a robust vehicle replacement programme to ensure the most fuel efficient vehicles are used on the fleet.
- Design, construct and maintain our facilities in a manner that supports our environmental objectives and targets.
- Monitor our use of energy and other resources, managing their consumption efficiently and effectively, and follow the principles of the energy and waste hierarchies.

### Responsibly source our suppliers and products

- Understand the environmental impacts of our products, with a focus on products which can have a significant impact on nature.
- Ensure there is no illegal deforestation across our supply chain, and only source responsibly sourced timber with FSC or PEFC certification.
- Embed circular practices within the business and eliminate unnecessary waste from our activities.

### Work collaboratively with our stakeholders

- Provide our colleagues with the right information and resources to follow this policy.
- Build a product and services offer to support our customers to meet their own aspirations to reduce their environmental impact, and provide them with information and guidance to inform their choices.
- Support our partners, such as our suppliers and landlords, to meet their own environmental ambitions.
- Collaborate with the retail industry and cross sector partners to reduce our environmental impact.
- Consult with our investors on material environmental issues.
- Engage positively with the local communities in which we operate.

### Continuous improvement

- Comply with all relevant environmental legislation and meet other environmental obligations to which we subscribe.
- Review and improve our environmental management system to ensure: its continued effectiveness in delivering our environmental objectives; and it meets the requirements of the international environmental management system standard, ISO 14001.
- Monitor our performance against material environmental impacts, and report regularly on our progress.

### Accountability & responsibility

The Wickes Executive Board is responsible for setting and implementing this policy across the business. The Wickes Plc Board is accountable for reviewing the adequacy and effectiveness of this policy. All colleagues (including temporary workers) of Wickes Group plc (and its subsidiaries) are responsible for the application of this policy, supported by our culture and winning behaviours.

### Policy management

This policy will be reviewed at least annually.

### Related policies

- Timber Sourcing Policy
- Responsible Sourcing Policy
- Packaging Policy
- WEEE and Battery Take Back Policy

This policy (v3.0) replaces Wickes' Environment Policy dated February 2024.

David Wood

CEO

23 February 2026