



Environmental, Social and
Governance (ESG)

Statement of Intent

October 2022



Introduction



Who we are

Lion Safety Ltd is a 32-year-old organisation that was created in 1990 to supply PPE & workwear to various industries across Central Scotland with PPE and workwear. Essentially, this family-based business has continued to transform its business model to specialise in the supply of PPE and workwear to the "outside" worker in the UK.

The main focus of Lion Safety is supplying the Public Sector and Infrastructure Industry, which includes clients, amongst others, Central & Local Government organisations, utility contractors and public transportation with their specialist requirements including ARC protection for all "outdoor" employees. Consideration is being made to meet the future needs within the renewable energy markets. As a provider of PPE, Lion Safety Ltd, has a primary responsibility to deliver superior, quality and competitive solutions to its clients while securing profit for its Stakeholders for further investment. As a reputable organisation, Lion Safety, is a member of the British Safety Industry Federation (BSIF) along with being an audited and registered member of the Registered Safety Supplier Scheme (RSSS). Lion Safety is committed to developing a strong and robust Environmental, Social and Governance ("ESG") policy.

Lion Safety will ensure that its future developed ESG policy is written to consider within its application and delivers as a core pillar of our business for all of our stakeholders. The business will regularly review and maintain its ESG policy to ensure it remains appropriate.

The policy intention

The policy will incorporate as wide a sphere of influence as possible to include the various business assets and initiatives that Lion Safety operates where readily feasible. It is acknowledged that not all assets may be considered at the point this intention is written due to the environmental and policy changes, however, the aim of the business is to continuously improve wherever possible.

The Shareholders of the business of Lion Safety will provide long-term investment in tangible assets that ensure that its stakeholders, including employees, clients and customers, continue to be provided with significant opportunities for integrating its ESG factors within personal and business performance.

This statement of intent to deliver on our ESG policy was

prepared to ensure that Lion Safety fulfills its obligations and opportunities while having positive impacts on the areas in which it is located.

This document outlines the primary standards that Lion Safety will adhere to in relation to its future ESG issues. It will act as the proposal for incorporating ESG concerns into the business management decision-making and transactional processes.

This Statement of Intent will provide the Lion Safety employees, suppliers and stakeholders with a guideline and set of principles to follow in setting up the future ESG policy and its commitments. In addition, this statement describes our responsibility to attaining the benefits that will come from introducing our Policy to our key stakeholders, employees, and suppliers.

Through our commitment to an ESG Policy we aim to, within this document:

1. Provide a vision of the business long-term objectives;
2. Provide client confidence in the management of Lion Safety;
3. Ensure long term investments are not compromised by meeting short-term goals;
4. Safeguard responsible ownership and practices to enhance and support our clients goals with best supplier practices;
5. Employee job satisfaction and quality of life are met with the promotion of sustainable lifestyles;
6. Support our local charities and give back to our local communities in which we operate;

Our Environment Commitment



Here at Lion Safety, our environmental sustainability means minimising the environmental impact from our operations. Our priority is to deliver goods and services that are designed for long life and provision of extended life in order to effect and support their environmental impact.

Our intentions are for our products and services to be developed and used with an all-inclusive sustainable strategy, making them adaptable to suit changing work styles well into the future.

Lion Safety also seeks to improve the environmental performance of its products and services. We recognise that sustainable services management is not only in line with our commitment to corporate responsibility, but also provides long-term financial and environmental efficiencies and cost savings that can improve overall performance.

Lion Safety's environment commitments will focus on the following within its Policy:

Energy

Lion Safety will explore routes to improve energy efficiency and reduce greenhouse gas (GHG) emissions across our portfolio by:

- Replacing appliances and systems with energy efficient options as and when required during renovations.
- Performing energy audits
- Review and reduce energy consumption to the lowest practical level

Water

We will audit, report and implement processes to minimise water consumption across our operations as well as that of our supplied manufactured products. We will identify new opportunities for water savings through:

- Measuring and monitoring water use at our assets.
- Introducing water management systems.

It is important to us that all our employees and tenants have access to safe, clean water sources.

Waste Management

- We will seek to achieve best practices in waste

management by following the Governments initiative of 'reduce, reuse, recycle' in all areas of waste. This will include the review of all procured finished products and our packaging.

- We aim to complete waste audits for all our assets. By measuring and monitoring the waste produced by our assets, we aim to be able to more effectively manage and reduce waste.
- We will minimise waste directly produced by the operations of our business by engaging with colleagues and clients on this topic and seek to introduce incentives and initiatives for changing behaviours.

Biodiversity

- We will review and audit any potential harm caused to the natural environment by our company's activities. This will be done by integrating considerations into our activities, identifying good working practices, and engaging with partners to preserve our natural environment.

Materials

- We will monitor our suppliers sourcing of materials in agreement with our Registered Safety Supplier Scheme (RSSS) standards and environmental policies.
- The materials used to construct and maintain our assets can have a big impact on landfill waste and the environment. Lion Safety will look at ways to perform life-cycle assessments on all products and services with aims to consider the carbon captured in its manufacturing.
- Recycling and reusing of base materials and packaging is to be considered so that all products can be repurposed in their current state for a reduction in water and carbon emissions.

Resource

- We will establish relevant goals for year-on-year reduction targets across the business operations.
- Lion Safety will continue to develop its ISO 14001 certification and provide enhanced value from investment.

Our Social Commitment



At Lion Safety our Social commitment means that we actively care about how our key stakeholders including our staff and clients are impacted when making our investment decisions. Lion Safety aims to take into account the interests of all our investors, tenants, suppliers, contractors and the local economy. We will make every effort to always make a positive contribution to the lives of those around us.

Employee Engagement

Within Lion Safety we will monitor and review our staff and ensure our employees engagement strategies are creating an environment in which engagement is able to flourish. Essentially our 'employee engagement strategy' will assist in increasing the likelihood that employees will establish a positive emotional connection with your organization

- We will monitor this through pulse surveys and establish a training manual check point and feedback from which to provide employees with future growth plans.
- We will implement proactive human resources support measures to monitor and build on staff retention.

Privacy

- We will continue to implement proactive measure in relation to personal information held about our employees
- We will take appropriate technical and organisational measures to ensure that all information held about any group, client, contact or employee that has provided their personal information in good faith is kept secure and protected against unauthorised or unlawful processing, and against accidental loss, destruction or damage

Diversity

- Lion Safety are committed to encouraging diversity amongst our workforce and eliminating unlawful discrimination.
- As a group we will continue to implement a platform that provides good labour practices and the ability to monitor staff feedback.

Community

In order to understand the impacts our investments have on the socio-economic development of our local communities:

- We will review and introduce social sustainability assessments. Community engagement will take place through the supporting of local charities.

Human Rights

- Lion Safety will continue to promote, support and implement measures for good labour and work conditions within its supply chains and direct operations of the company to protect its reputation and that of its clients and stakeholders.
- We will continue to meet the standards listed in the Ethical Trading Initiative (ETI) Base Code which is founded on the conventions of the International Labour Organisation (ILO) and will commit to produce reporting for our supply chain partners to demonstrate similar policies and actions.

GOVERNANCE & TRANSPARENCY



Lion Safety recognises that strong governance is critical to protecting the investment of our shareholders capital and ensuring that only the most relevant investment opportunities are considered. As a result, all funds operate under a robust framework of policies and procedures.

In line with Shareholder Agreements, Lion Safety is committed to ensuring strong governance in order to function successfully for long- term growth. Our Vision is to become a successful and self sustaining UK business. We recognise that this involves managing a variety of risks and emerging opportunities, both internally as well as for all stakeholders.

We believe that, along with financial performance, there are also other key drivers which include the balance between financial success and contributing to society, as well as protecting the environment. To safeguard our future ESG Policy we will commit to reviewing all Policies as a corporate governance team.

Governance processes

Our financial principles and goals will include the following:

- Retaining our balance sheet strength in order to remain financially stable and deliver on clearly articulated goals
- Achieving a Return on Investment (ROI) for Shareholders
- Reviewing our long term strategy against market conditions
- Ensuring all suppliers are monitored for proactive supply management and producing strong financial reports.

Transparency & engagement

Lion Safety is committed to collaborating and sharing information with our internal and external stakeholders, including shareholders, employees, and suppliers along with relevant key government organisations. We intend to communicate to all parties through an annual report.

Specific priorities and activities with regards to transparency and communication with the following groups are described in the following section.

Shareholders

- We aim to keep our shareholders and relevant stakeholders informed about our business activities and performance. We will plan to update our shareholders on our ESG progress through an annual report. We consider that this engagement with our shareholders will help to reflect the value generated by their investments.
- We will seek to set up new ways to engage with all stakeholders on our ESG Policy.

Employees

- Lion Safety will work to ensure our employees understand and engage with the business to improve our performance in all ESG issues. To do so, we will plan to provide staff with annual ESG reports and actionable outcomes.
- We believe it is imperative that our employees feel they are able to assist and take ownership of our future ESG framework and its outcomes. Therefore, we will set up a framework and task force group to assist in our approach.

Customers

- Lion Safety has a strong brand standing amongst our clients which is critical to ensuring the future success of the business. To meet our future policy commitments we will include the provision to ensure we provide the best products and services at the best price and that our customers will experience the highest measurable service. We will:
 - Ensure openness in our future sustainability reporting, and,
 - Conduct regular customer surveys and pulse checks.

Suppliers

- Lion Safety will, after implementation of our future ESG Policy, encourage and review our suppliers activities in line with any framework and seek demonstration of all sustainable activities while reporting on our relevant activities that are included in our future ESG Policy



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