



Group Environmental Policy

The Board of John Menzies PLC has established this environmental policy and will ensure that the policy is implemented throughout John Menzies PLC and that appropriate resources are available to maintain this policy.

We have developed this policy within the defined scope of our environmental management system (EMS) which is being updated, to ensure that:

- a) the policy is appropriate to the purpose and context of John Menzies PLC, including the type, scale and environmental impacts of its activities, products and services;
- b) Environmental Targets and Objectives (T&Os) will be agreed and reviewed at least annually. The T&Os will be documented separately as part of the EMS;
- c) John Menzies PLC is committed to the protection and betterment of the environment wherever practical. This includes;
 - i. preventing pollution at all practicable levels;
 - ii. taking all steps to acquire best available environmental technologies;
 - iii. reducing consumption of resources and establishing sustainable procurement;
 - iv. ensuring operations have as minimal an impact on the surrounding environment, as practicably possible;
 - v. working with suppliers and subcontractors who work to reduce their environmental impact;
 - vi. reviewing carbon footprint reports and developing strategies to reduce our overall CO2e emissions.
- d) We will raise environmental awareness within the company and ensure communication is maintained with stakeholders regarding our environmental performance,
- e) John Menzies plc has introduced and implemented policies and procedures in order to ensure compliance with applicable environmental legislation. This legislation will in future be detailed in the separate register and maintained as part of the EMS.
- f) The EMS will be reviewed at least annually, to ensure that it is fit for purpose and is still able to aid the Group in continually improving and enhancing our environmental performance.

As part of the EMS, this Environmental Policy will:

- be maintained as documented information;
- be communicated within the organisation, via noticeboards and emails;
- be available to interested parties, including the public who can access the policy via the website.

John Geddes

Group Company Secretary & Corporate Affairs Director