

Sustainability Policy

1. Policy Statement.

- 1.1. This policy sets out Coopers Fire approach to corporate social responsibility.
- 1.2. At Coopers we are committed to lead, innovate, and manufacture the fire protection equipment that fire professionals trust and provide architects with the confidence and freedom to design without comprising fire regulations.

2. Scope.

- 2.1. This policy applies to all Company activities, projects, offices, and facilities under the control of Coopers Fire.

3. Core Values.

- 3.1. Our approach is underpinned by our core values, these core values have been the guiding principles of our business since 1983. These core values support the way we conduct our business in a socially responsible and ethical manner:

VISION. To save lives through quality and innovative products and to raise awareness of effective fire protection solutions.

VALUES. At Coopers, everything we do is defined by our commitment to advance fire safety by developing fire safety equipment trusted to protect people and their buildings from fire.

We believe that in order to be successful, we must embrace our core values, allowing us to reach high levels of performance whilst maintaining honesty, integrity, and professionalism in all our business activities.

- 3.2. Coopers Fire will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and are consistent with our stakeholders' best interests.
- 3.3. Coopers Fire takes these responsibilities seriously and we are committed to understanding, managing, and monitoring our environmental and social impacts. Our policy is to conduct our business in a manner which ensures:
 - We manage our business with honesty and integrity.
 - We treatment all employees and stakeholders fairly.
 - We protect the environment and the safety of our people.

- We support human rights.
- We engage, learn from, respect and support the communities and cultures with which we work.
- We also benchmark and evaluate what we do to improve our CSR performance.

4. Sustainability.

4.1. Coopers Fire is committed to contributing to a sustainable future. We aim to:

- Design and provide systems that make the most efficient use of natural resources.
- Conduct our business in compliance with relevant legislation and standards.
- Create an environmentally aware company culture.
- Source products, materials, and services ethically through recognised credible standards.
- Operate an integrated management system and follow a process of continuous improvement which includes minimising our environmental impact through implementation of suitable control measures.
- Promote sustainable practices within our organisation and our industry.

5. We value our Environment.

5.1. We are committed to ensure that we reduce our environmental impact and continue to improve our environmental performance as an integral part of our business strategy and operating methods.

6. We value our People.

- 6.1. We are also committed to best practice in employment matters, recognising the role this plays in attracting and retaining staff.
- 6.2. We are an inclusive organisation committed to fairness, equality of opportunity and diversity in all its employment practices, policies, and procedures. We are committed to ensuring we have a healthy and educated workforce whose views are listened to and respected.
- 6.3. Our Diversity & Inclusion Policy reflects and compliments the relevant statutory provisions relating to diversity and equality law in relation to race, sex, gender reassignment, age, disability, sexual orientation, religion or belief, pregnancy, maternity or otherwise and which includes details of our approach to monitoring, recruitment, bullying and harassment and training.

7. We value our Supply Chain.

- 7.1. We buy a wide range of goods, work, and services to make sure we can meet our regulatory and business goals. Excellent working relationships are central to delivering our business.
- 7.2. Our procurement procedures set out how we deliver procurement activities.
- 7.3. We are committed to improving the diversity and resilience of our supply chain by using local suppliers and subcontractors and are committed to using small medium enterprises.
- 7.4. We have an approved vendor list where we assess suppliers for technical competency, QHSE accreditations, insurance cover, financial standing and, where appropriate, make declarations for anti-bribery and other measures of social, legal, and financial responsibility.

8. Review of this policy.

- 8.1. This policy will be reviewed by the Managing Director on a regular basis (at least annually) and may be amended from time to time.

Approval

This document has been approved by:



David Cerquella, Managing Director

Date: 17th February 2026
Next review: January 2027
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