



THOR HAMMER
COMPANY LIMITED

Environmental Social & Governance Policy

At Thor Hammer, we are committed to integrating environmental, social, and governance (ESG) principles into our operations and decision-making processes. This policy outlines our commitment to sustainable and responsible business practices that create value for our stakeholders, including employees, customers, suppliers, and the wider community.

Environmental Responsibility

We recognise our responsibility to minimise our environmental impact and are committed to the following practices:

1. **Resource Efficiency:** We will optimise the use of raw materials, energy, and water, and minimise waste through efficient production processes.
2. **Pollution Prevention:** We will implement measures to reduce emissions, discharges, and waste, and ensure proper disposal of hazardous materials.
3. **Sustainable Sourcing:** We will source materials and products from suppliers that adhere to environmental standards and promote sustainable practices.
4. **Climate Action:** We will work towards reducing our carbon footprint by adopting energy-efficient technologies and exploring renewable energy options.

Social Responsibility

We are dedicated to fostering a positive and inclusive workplace and supporting the communities in which we operate:

1. **Employee Well-being:** We will prioritise the health, safety, and well-being of our employees by providing a safe and healthy work environment, promoting work-life balance, and offering opportunities for professional development.
2. **Diversity and Inclusion:** We will create an inclusive workplace that values diversity and promotes equal opportunities for all employees, regardless of race, gender, age, or background.
3. **Community Engagement:** We will actively engage with and support local communities through charitable contributions, volunteer efforts, and partnerships with community organisations.
4. **Human Rights:** We will uphold and respect human rights in all our operations and ensure fair labour practices, including the prohibition of child labour and forced labour.

Governance

We are committed to maintaining the highest standards of corporate governance and ethical conduct:

1. **Transparency and Accountability:** We will ensure transparency in our business practices by regularly reporting on our ESG performance and progress to stakeholders.
2. **Ethical Conduct:** We will adhere to ethical business practices, including anti-corruption measures, and uphold the highest standards of integrity in all our dealings.
3. **Risk Management:** We will implement robust risk management processes to identify, assess, and mitigate ESG-related risks and opportunities.

Established in 1923 – Birmingham, England

Registered Office: Highlands Road, Shirley, Solihull, West Midlands, B90 4NJ
+44 (0)121 705 4695

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VAT No. 110 6305 30

www.thorhammer.com
sales@thorhammer.com



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4. **Stakeholder Engagement:** We will engage with our stakeholders to understand their concerns and expectations and incorporate their feedback into our decision-making processes.

Implementation and Monitoring

To ensure the effective implementation of this ESG policy, we will:

1. **Set Targets:** Establish measurable ESG targets and objectives to guide our efforts and track progress.
2. **Continuous Improvement:** Regularly review and update our ESG practices to ensure they remain relevant and effective.
3. **Training and Awareness:** Provide training and resources to employees to raise awareness and foster a culture of sustainability and responsibility.
4. **Performance Monitoring:** Monitor and evaluate our ESG performance through regular audits and assessments.

Thor Hammer Co. Ltd is committed to making a positive impact on the environment, society, and governance. By adhering to this ESG policy, we aim to create long-term value for our stakeholders and contribute to a sustainable future.

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