

## **Northwind Traders — ESG Policy Pack 2023**

The Northwind Traders ESG Policy Pack 2023, Revision 2.1, approved June 15, 2023, consolidates the company's key sustainability-related policies.

Policies include: Code of Conduct (with explicit Anti-Bribery provisions), Speak-Up/Ethics Hotline (equivalent to a Whistleblower mechanism), Supplier Code (with Human Rights & Modern Slavery clauses), and Environmental & Energy Policy (effective, with SBTi commitment submitted 2023).

The company's GHG snapshot for FY2023 is as follows: Scope 1 emissions of 5,980 tCO<sub>2</sub>e, Scope 2 (location-based) emissions of 4,110 tCO<sub>2</sub>e, and estimated Scope 3 emissions of 61,000 tCO<sub>2</sub>e.

Board oversight is provided through quarterly sustainability topic reviews by the Audit Committee.

Additional sections of this pack cover training programs, supply chain audits, and stakeholder engagement plans.