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|  | Document Reference | <b>Barcham Trees Plc</b><br><b>Sustainability Policy</b> | Issue | Issue Date | Page 1 of 1 |
|   | 6.01.10            |  | 1     | March 2025 |             |

Barcham Trees is the largest container tree nursery in the UK, growing 180,000 trees and distributing approximately 60,000 trees each year. The Company has a commitment to the sustainable management of the business.

The Management team are committed to ensuring all business activities, products and services which are provided by, or to, the business are sustainably managed, or sourced, where is practically possible.

It is Barcham Trees intention to:

- Promote responsibility for sustainability within the organisation and communicate and implement this policy at all levels within the workforce.
- Ensure all trees imported into the UK are subject to robust Biosecurity controls.
- Continue to mitigate the use of peat by using non-peat based growing media.
- Reduce the amount of harmful pesticide’s used within the business and wherever possible replace them with less harmful alternatives.
- Use water responsibly and protect water quality.
- Minimise the amount of waste produced by the business by applying a reduce, re-use and recycle ethic.
- Communicate with our stakeholders regarding our sustainability Policy and, where practical, purchase products and services which are responsibly sourced whilst encouraging others to do the same.
- Ensure that where possible the business uses available technology to reduce unnecessary staff travel.
- Source labour requirements from the local area to reduce staff travel, where possible.
- Monitor and manage our energy consumption and continuously look for opportunities to use more energy efficient solutions within the business.
- Ensure that all suppliers and contractors are fully aware of this sustainability policy and where appropriate support the business to deliver these.
- Ensure that our polices and services are developed in a way that is complementary to this policy.
- Provide the appropriate level of training, advice and information to staff and encourage them to develop new ideas and initiatives which support this policy.
- Adopt a systematic and integrated approach and be committed to the highest sustainability standards by complying with ISO 14001, ISO 45001 & ISO 9001.

On behalf of Barcham Trees Senior Management, I reaffirm our commitment to this policy. I take responsibility for ensuring that the policy is implemented and for updating this policy regularly considering changes in operation to the business.



**Mike Glover**  
**Managing Director**  
**Barcham Trees Plc**

**March 2025**