



**AGM Questions and Answers**  
**14 May 2021**

The following question was asked by Amy Martindale, private shareholder:

**Question:**

You recently lodged your ESG policy – can you tell us more on how this will work

**Answer:**

We are at the start of a journey but are firmly committed to becoming carbon neutral by our 200th anniversary in 2033.

We will do this gradually by upholding the highest standards across the key areas of environmental, social and governance together with moving our operations as much as is possible to electric equipment and looking at all parts of our organisation to make improvements to allow us to meet our goals.

In doing this we want to engage all of our employees across the world as this is a collective responsibility and we want everyone to be part of the journey.