

Mayflex Sustainability Policy

Purpose and Commitment

Mayflex is dedicated to operating responsibly and sustainably minimising our environmental footprint, enhancing social value, and ensuring long-term economic resilience. As part of the Sonepar Group, we share a collective vision to be the world's leading distributor of sustainable electrical, digital infrastructure, and network solutions.

Our goal is to integrate sustainability into every aspect of our business from the products we supply and the partners we engage with, to the way we manage our operations and support our people and communities.

Scope

This policy applies to all Mayflex operations, offices, and warehouses, as well as to all employees, contractors, and suppliers acting on our behalf.

Our Sustainability Pillars

People: Empowering Our Workforce and Communities

- Foster a safe, inclusive, and respectful workplace that supports wellbeing, growth, and engagement.
- Promote diversity, equality, and inclusion across all levels of the business.
- Encourage continuous learning through sustainability training, awareness campaigns, and employee engagement initiatives.
- Support local communities and charitable causes through volunteering and partnerships.

Planet: Reducing Our Environmental Impact

- Maintain and continually improve our ISO 14001 Environmental Management System to ensure compliance, pollution prevention, and ongoing improvement.
- Monitor and reduce our Scope 1, 2, and 3 greenhouse gas emissions in line with Sonepar's 2030 Net Zero goals.
- Reduce waste, increase recycling, and promote circular solutions such as cable reel reuse and sustainable packaging.
- Improve energy efficiency across offices, logistics, and warehouse operations through our Energy Management System (EMS).
- Assess opportunities for renewable energy generation, such as solar installation.
- Support responsible sourcing and the use of products with EPDs (Environmental Product Declarations) and TM65 data to increase transparency.

Purpose: Driving Ethical and Responsible Business

- Operate with integrity, transparency, and accountability in all our business activities.
- Align with the Sonepar Code of Conduct and Supplier Code of Conduct, ensuring ethical practices throughout our supply chain.
- Partner with suppliers who share our values on environmental responsibility, human rights, and fair labour practices.
- Embed sustainability into procurement decisions, product development, and innovation.
- Report progress transparently through frameworks such as EcoVadis, GRI, and internal sustainability dashboards.

Governance and Accountability

- The ESG Manager is responsible for leading sustainability strategy implementation, supported by Mayflex's Leadership Team and the Sonepar Group Sustainability Committee.
- All associates are expected to contribute to sustainability efforts within their roles and to act in alignment with this policy.
- Regular reviews will be conducted to assess progress, identify improvement opportunities, and ensure compliance with ISO 14001, legal, and customer requirements.

Continuous Improvement and Reporting

We are committed to continual improvement, guided by data, collaboration, and innovation. Progress will be tracked through measurable targets and shared internally and externally to maintain transparency and accountability.

Policy Review

This policy will be reviewed annually or sooner if significant changes occur in legislation, operations, or organisational structure. Updates will seek approval and communicated to all staff and stakeholders.

Statement of Commitment

Environmental and social responsibility are part of who we are. Through our ISO 14001 certified Environmental Management System and alignment with Sonepar's global sustainability goals, we will continue to take meaningful action to protect the planet, empower people, and deliver purpose-driven growth.

Document Owner	Title	Department
Donna Swaby	ESG Manager	Purchasing and buying
Document Approver	Title	Department
Jason Rudge	Commercial Procurement Director	Purchasing and buying
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