

## ANDEL LIMITED SUSTAINABILITY POLICY UNITS 1 AND 7

1. Anadel Ltd has undertaken an analysis of the environmental, social and economic aspects of its activities in relation to its sustainable policy. This has included looking at the broader and cumulative issues (e.g., transport, location of developments), as well as site-specific issues.
2. For Anadel Ltd sustainability means being able to continue indefinitely by minimising environmental and social impacts and ensuring financial stability. We fully recognise that developing our business more sustainably can also help us to reduce our costs, control risk, improve our reputation and create new business opportunities as well as helping the environment and society at large, in becoming more sustainable.
3. In addition, Anadel Ltd wishes to build on the action, policies and plans that we have already undertaken and introduced on a range of issues such as our Environmental Policy. We also fully recognise that our employees play a very important part of executing our plans and may in any case want to help make the business more sustainable. To that end we encourage their participation including offering suitable training and courses.
4. Sustainable Development involves all aspects of our business. Whilst most themes might predominately affect one category, they also have impacts in the other areas i.e. a cumulative effect. For example, traffic and transport and landscape/biodiversity are usually categorised as environmental themes but they also incorporate social and economic aspects.
5. With regards to transport this subject covers not just vehicles but other aspects such as congestion, emissions, fuel use and transport infrastructure, which in turn could have a cumulative effect with regards to Climate Change and Air Quality (covering Global Warming, Ozone loss and air pollution by gases and particulates); Energy Consumption (covering fossil fuel reduction, alternative and renewable resources, energy efficient technology); Noise and Vibration (covering disturbance from vehicles and training or construction activities). These aspects are covered in our environmental procedures.
6. Site specific issues might include Water and Drainage (covering natural hydrological processes as well as water resources, water Biodiversity and Nature Conservation (covering ecological resources, protective designations, conservation of biodiversity,
7. Location of developments could be similarly appraised; cumulative effects might include Land, Buildings and Construction Materials (covering brown-

### Making water sustainable for a cleaner and safer environment.

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/green-field development, Geology and Soils (covering land contamination, geological stability); Archaeology and Historic Environment (covering field archaeology, listed buildings, protective Landscape and Townscape (covering rural estate management, sympathetic building design, cultural and recreational resources).

8. Health, Safety and Crime (covering prevention measures, building design, estate layout and working practices; Waste (covering minimisation, recycling, recovery and reuse, as well as special waste); Infrastructure and Amenities (covering provision of staff facilities, and public access to certain sites.
9. All these complex issues are continually being addressed by Andel Ltd as part of our normal business practice.

### **Mitigating the sustainability impacts of our supply chain.**

1. We recognise that businesses are increasingly being required to look beyond their own direct relationships, such as those with their own employees, and to consider those further back in the supply chain. This is in direct proportion to the rise in investor and customer concern over worker and human rights. It, therefore, makes good business sense for us to ask pertinent questions about our overseas suppliers' labour practices, where and when this is applicable. To date, our stringent quality control demands have led us to use reputable companies. However, our background checks include the following questions:
  - a. Is employment freely chosen and are workers free to organise themselves?
  - b. Is child labour used?
  - c. Are working conditions safe and working hours reasonable?
  - d. Are fair wages paid?
  - e. Is discrimination practised?
2. Whilst there are few legal requirements to undertake these checks the emphasis is on Andel Ltd to take responsibility for the behaviour of our suppliers. This in turn may bring us significant business benefits when considering the ethical dimension of the supply chain. These benefits include:
  - a. Promotion of our Corporate Social Responsibility credentials.
  - b. Attract ethically motivated customers and investors.
  - c. Avoid harmful publicity linking us to our suppliers' practices.
3. We recognise that currently Fairtrade products are mainly agricultural commodities, e.g., tea and sugar. However, we encourage similar practices for the products and services that we offer particularly when dealing with customers

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in the less developed regions of the World. The benefits of supporting communities in which our goods and services are sold in can lead to:

- a. Good PR from promoting our Corporate Social Responsibility credentials.
  - b. Attracting ethically motivated customers and investors and loyal employees.
  - c. Linking up with charities working in the area.
  - d. Sponsoring specific workplace projects, such as factory training.
  - e. Sponsoring wider initiatives, such as village improvement projects.
  - f. Offering employment to disadvantaged groups.
4. An essential element of our corporate social responsibility is via honest and transparent trading. To that end we have taken several steps to combat bribery and corruption, and these are contained within our Anti-Corruption and Bribery Policy.
  5. To promote our business as socially responsible, we both monitor our activities and continue to identify areas where further improvements can be made. We have achieved this by assessing how far our business goes beyond fulfilling its minimum legal obligations with regards to our impact on:
    - a. The market - for example, how we promote ourselves and how and where we obtain supplies and how we sell our products or services.
    - b. Our workforce - the wages we pay, our employees' conditions and our Equal Opportunities Policies.
    - c. The environment - for example, our emissions, waste and consumption strategies.
    - d. The community - for example, whether we are a 'good neighbour' and what we put back into the community.
    - e. Human rights - such as considering not just our own direct relationships but also our suppliers' business relationships.
  6. We are currently looking at how we can play our part in the further reduction of CO2 emissions, energy reduction and in Climate Change as a whole meeting the requirements of the Government's 0% carbon Plan 2050, undertaking further action concerning the recycling of materials and waste, and the introduction of new technology and materials. In all these areas, our aim is to utilise Best Practice to enable us to be a leader in the marketplace and an example to others (i.e. our supply chain). Obtaining ISO 14001:2015 EMS has greatly assisted us in these endeavours.
  7. Finally, we have developed a fully robust Business Continuity and Disaster Recovery Plan that enables us to sustain the business and provide continuing support to our customers and employees alike.

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Signed:



Peter Double

Managing Director

Andel Limited

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