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Carbon Reduction Plan & Social Values Policy



Healthcare & Life Sciences

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Mueller Europe Sustainability Overview:

Mueller Europe is committed to supporting the global transition to a decarbonised economy through responsible business practice and measurable environmental action. The business has established clear targets to reduce greenhouse gas emissions and align its operations with internationally recognised climate objectives. These commitments form a core element of long-term business planning and guide decision making across manufacturing, supply chain management, product development, and corporate governance.

Scientific projections indicate that without significant reductions in global emissions, average temperatures could rise by between 4 and 6°C by the end of this century. Such an increase would present severe environmental, economic, and public health consequences.

In response, Mueller Europe integrates climate responsibility into all areas of operation, ensuring that emission reduction targets are embedded within day-to-day activities and future investment planning. This structured approach supports the wider transition to a low carbon society while reinforcing the organisation's responsibility to operate in a manner that protects both people and the environment.

As a large scale, high energy consuming manufacturer, reporting on all aspects of the business is a highly complex and restrictive process and Mueller Europe continue to drive towards its goals and overcome the hurdles inherent within our operations. That being stated, Mueller Europe operates the most modern and environmentally efficient plant of its type across Europe.

As part of our sustainable drive, Mueller Europe has invested \$30m into a brand-new copper refinery at the Bilston site. The sustainable impact of the refinery cannot be understated. We will be moving towards a recycling raw source, utilising scrap copper rather than using cathode as per the existing operating model. This change in operating practice, due to our \$30m investment in the refinery will have a vast positive realignment in our emissions figures and working practices.

By moving to a majority raw source of recycled copper, we will immediately see a huge improvement in our sustainable impact and further apply benefits by using recycled product. **The refinery process is 300% more energy efficient overall when compared to the production of the virgin cathode currently used in our process.**

Copper offers full circularity, it is 100% recyclable, it never loses its purity and can be infinitely recycled. Our new Healthcare and Life Sciences solutions all have an End-of-Life (EOL) return to supplier (RTS) policy, whereby the product is returned to Mueller Europe at the end of the life of the product and recycled into new products, thereby positively impacting the NHS's carbon footprint.

Once fully operational, our refinery will have a significant impact on the business and our environmental impact and is not something that can, nor should be understated. Our commitment to improving our environmental impact is most clearly witnessed in our substantial financial commitment to the refinery.

Using Science-Based Targets:

Science based targets provide a structured and transparent framework for corporate climate responsibility. They are developed using independent climate science to define the level and pace of greenhouse gas reduction required to limit the most severe effects of climate change. By aligning emission reduction pathways with scientifically defined thresholds, organisations can ensure that operational performance reflects global climate priorities rather than short term or voluntary ambitions alone.

Our targets aim to support the objectives of the Paris Agreement, which seeks to limit the rise in global average temperature to well below 2°C above preindustrial levels, with an ambition to restrict warming to 1.5°C. Corporate adoption of science-based targets strengthens international climate action by extending responsibility beyond national policy and into day to day business activity. For Mueller Europe, this approach reflects a clear and sustained commitment to managing environmental impact responsibly and contributing meaningfully to global efforts to limit temperature rise.

Mueller Europe - Strategic Targets:

Mueller Europe has set clear science-based targets to reduce greenhouse gas emissions from both its direct operations and its wider value chain. Mueller Europe has committed to targeting a 25 percent reduction in emissions from operational activity and energy use by 2030, using 2020 as the referenced baseline year. However, the fully operational refinery will have a much more significant impact than this. True figures are yet to be confirmed but realistically we can expect to see 25%+ reductions as soon as the refinery is fully operational in 2026.

This reduction will be delivered through continued improvements in operational efficiency, structured energy management, and strengthened control of manufacturing and corporate processes.

At the same time, Mueller Europe is committed to targeting a further 25 percent reduction in value chain emissions over the same period. These emissions arise mainly from manufacturing activity, material inputs, and upstream supply processes.

Reducing them requires coordinated action across procurement, production, and product design to lower the carbon impact of materials and processes throughout the supply chain. By addressing both operational and value chain emissions, Mueller Europe takes a full lifecycle view of environmental impact, ensuring responsibility extends beyond its own facilities.

Assessing Our Targets:

The development of our emission reduction targets began with a detailed assessment of greenhouse gas emissions across the full value chain. This work established a baseline and identified the most effective opportunities to reduce emissions across operational activity, supply networks, and supporting infrastructure.

The findings from this analysis form the foundation of our emissions reduction pathway. Planning has been informed by current technical capability, expected improvements in low carbon technologies, and the continued expansion of renewable energy systems. This ensures that reduction measures are practical, measurable, and aligned with future developments in energy supply and industrial practice.

Mueller Europe also monitors and adopts emerging technologies that support lower emission operations. Engagement with these developments supports ongoing operational improvement and reflects a clear commitment to sustainable innovation.

Environmental Responsibility:

Our targets and commitments provide a clear framework for environmental responsibility while strengthening Mueller Europe's position within an increasingly low carbon global economy.

A continued focus on energy efficient operations reduces environmental impact and supports long term business stability by limiting exposure to changing regulation and carbon pricing mechanisms.

Integration into Our Wider Sustainability Strategy:

Our targets form a central component of Mueller Europe's overall sustainability framework, providing a clear and recognised level of climate ambition to guide organisational planning and performance.

They establish defined expectations for emission reduction and ensure that environmental responsibility is embedded within long term strategic decision making.

These targets also shape the direction of sustainability programmes across the business, supporting continuous improvement in processes, technologies, and product development.

Mueller Europe Targets:

At Mueller Europe, we are committed to supporting long term progress that benefits both society and the environment. We have set in place a full Carbon Reduction Policy outlining our commitment to targeting a reduction towards Net Zero emissions by 2050.

This includes developing solutions that help customers operate more sustainably, reducing the environmental impact of our own operations and products, and maintaining safe and healthy working conditions for all employees.

The company also operates to high ethical standards, with zero tolerance for corruption across all areas of activity and throughout the value chain.

To create lasting value for stakeholders, Mueller Europe focuses on key areas of sustainability including people, ethics, safety & wellbeing, climate & environment, and products. These priorities are considered fundamental to responsible business performance and are managed alongside financial stability and sustainable growth.

As part of this commitment, Mueller Europe has established science-based targets to reduce greenhouse gas emissions in line with the objectives of the Paris Agreement.

Overview of our climate and environment targets:

- Reduce carbon dioxide equivalent emissions from Scope 1 and Scope 2 sources by 25 percent by 2030, compared with the 2020 baseline. This level of reduction supports global efforts to limit temperature increase to a maximum of 1.5°C.
- Reduce carbon dioxide equivalent emissions from Scope 3 sources by 25 percent by 2030, compared with the 2020 baseline. This aligns with the objective of keeping global temperature rise well below 2°C.
- Increase, on an ongoing basis, the proportion of significant direct suppliers that operate with an approved environmental management system.
- Achieve consistent year on year reductions in water consumption relative to cost of sales, improving resource efficiency across operations.
- Ensure that by 2040 a waste generated plan is in place covering internal operations identifying what can be reused, recycled, or recovered and is actioned accordingly.

Note:

Where referenced - * CO₂ refers to carbon dioxide, and CO₂e stands for ‘carbon dioxide equivalent’, which includes CO₂ and other greenhouse gases. An equivalent is a measure of how much a gas contributes to global warming, relative to carbon dioxide.

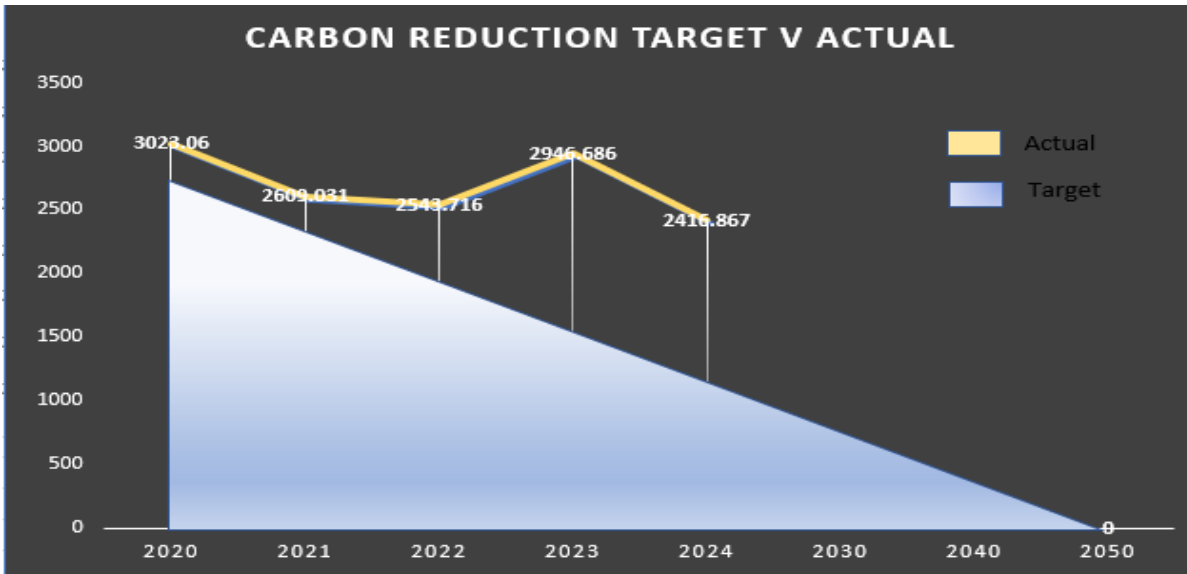
Mueller Europe are committed to decarbonisation.

Mueller Europe Emissions Reduction Targets:

To continue our progress toward achieving Net Zero, we have adopted the following carbon reduction targets to achieve by 2027 with further targets set in place for 2030.

We projected that our carbon emissions would decrease to 2500 tCO2e/tonne by 2027. This is a reduction of 17% versus the baseline. As of 2024, we are already under target at 2417 tCO2e/tonne. This is a significant reduction, well ahead of target.

Progress against these targets can be seen in the graph below:



Mueller Europe Targets Summary to include 2027-2030

Scope 1 and Scope 2

Mueller Europe Sustainability Targets

- 1 Reduce emissions from scope 1 and 2 by **25% by 2030**
Baseline: 2020
- 2 Reduce emissions from scope 3 by **25% by 2030**
Baseline: 2020

Carbon Reporting:

Greenhouse Gas Emissions:

Table 1 below shows the GHG emissions for Mueller Europe Ltd in tonnes of carbon dioxide equivalent for the base year of 2020, last year and the current reporting year. Total emissions for 2024 are 14,324 tonnes of carbon dioxide equivalent. This is 14.4% above the 2020 baseline and 3.1% above last year

The general definitions of the GHG Scopes are detailed below:

- Scope 1 – All Direct Emissions from the activities of an organisation or under their control. Including combustion of fuel on site such as gas boilers, purchased fuel for vehicles and air-conditioning leaks.
- Scope 2 – Indirect Emissions from electricity purchased and used by the organisation.
- Scope 3 – All Other Indirect Emissions from activities of the organisation, occurring from sources that they do not own or control.

Only Grey Fleet/employee car mileage claims need including for SECR

	Emission Source	Units	Baseline	Last Year	Report Year
			2020	2023	2024
Scope 1	Gaseous Fuel	Emissions (tCO ₂ e)	9,297.0	10,665.2	11,343.9
	Site Vehicles	Emissions (tCO ₂ e)	19.3	187.0	135.1
	Sub Total	Emissions (tCO₂e)	9,316.3	10,852.2	11,479.0
Scope 2	Grid Electricity	Emissions (tCO ₂ e)	3,182.6	3,017.9	2,819.1
	Sub Total	Emissions (tCO₂e)	3,182.6	3,017.9	2,819.1
Scope 3	Grey Fleet	Emissions (tCO ₂ e)	17.3	25.4	25.6
	Sub Total	Emissions (tCO₂e)	17.3	25.4	25.6
TOTAL EMISSIONS		Emissions (tCO₂e)	12,516.2	13,895.6	14,323.8
Variance		%	14.4%	3.1%	

Table 1: Greenhouse Gas Emission (GHG)

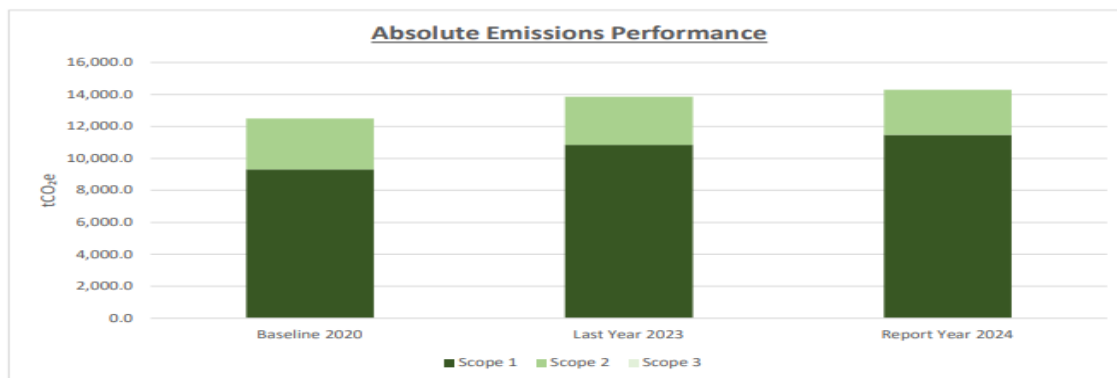


Figure 1: Emissions Performance (Absolute Target)

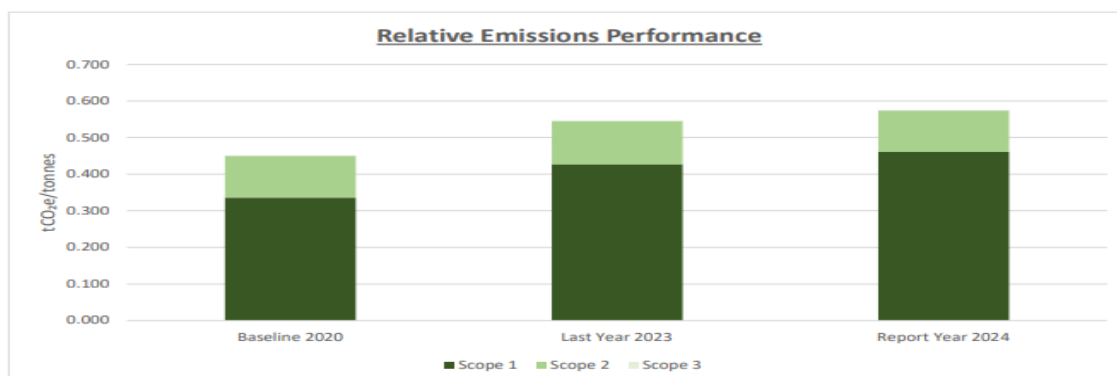


Figure 2: Emissions Performance (Relative Target)

Underlying Energy Use:

Reporting Summary:

This report has been compiled in line with the "Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance March 2019" and the "Greenhouse Gas Protocol – Corporate Accounting and Reporting Standard".

The emissions factors used in this report for the 2024 year are taken from the GHG reporting factors 2024 spreadsheet.

Base Year Methodology and Adjustments:

- The base year method that has been used to compile this report is: Fixed Year - All Year.
- The base year and 2020 kWh value for electricity has been adjusted as the original data used was based on Climate Change Agreement reported figure that contains a 2.6 factor electricity into primary energy.
- Grey fleet data has been taken direct from the area sales manager, as part of their reporting sheets.

Boundary:

- A Financial Control Boundary has been chosen for reporting on Green House Gases (GHGs).
- A financial control boundary has been chosen which ensures that the energy and carbon reporting aligns to other annual financial reporting.
- All sites and companies in the UK have been included in the reporting, even if they do not qualify in their own right. No sites or sources have been omitted from reporting.

Reporting Period:

This report covers emissions from the period 01 Jan 2024 to 31 Dec 2024. This reporting period has been chosen to match the organisations own financial reporting year and align.

Environmental Impacts:

- Only environmental impacts from greenhouse gases (GHG) are included in this report/section.
- Environmental impacts from waste, water, resource efficiency, ecosystem interaction and other none-GHG emitting activities are considered separately and are outside the scope of this report/section.
- The report has been limited to Scope 1 and Scope 2 emissions with Scope 3 emissions for grey fleet travel as required by SECR reporting for large unquoted companies.

Table 2 below shows the energy use for Mueller Europe Ltd in kilowatt hours (kWh) for the base year of 2020, last year and the current reporting year.

Total energy used for 2024 was 76,309,312 kWh. This is 18.5% above the 2020 baseline and 3.5% above last year.

	Emission Source	Units	Baseline	Last Year	Report Year
			2020	2023	2024
Scope 1	Gaseous Fuel	Energy (kWh)	50,562,714	58,302,278	62,022,410
	Site Vehicles	Energy (kWh)	90,078	782,112	565,387
	Sub Total	Energy (kWh)	50,652,792	59,084,390	62,587,797
Scope 2	Grid Electricity	Energy (kWh)	13,651,028	14,574,415	13,615,655
	Sub Total	Energy (kWh)	13,651,028	14,574,415	13,615,655
Scope 3	Grey Fleet	Energy (kWh)	69,781	104,431	105,861
	Sub Total	Energy (kWh)	69,781	104,431	105,861
TOTAL ENERGY		Energy (kWh)	64,373,601	73,763,235	76,309,312
Variance		%	18.5%	3.5%	

Table 2: Underlying Energy Use

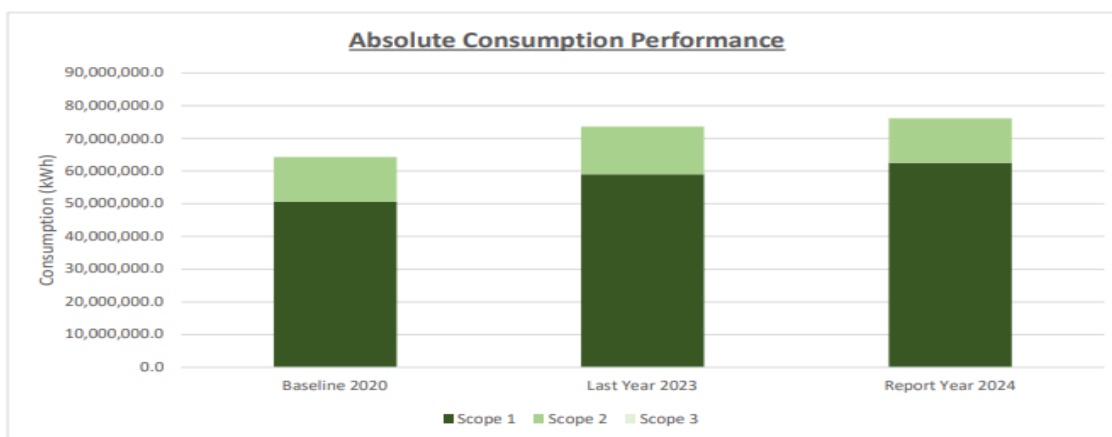


Figure 3: Consumption Performance (Absolute Target)

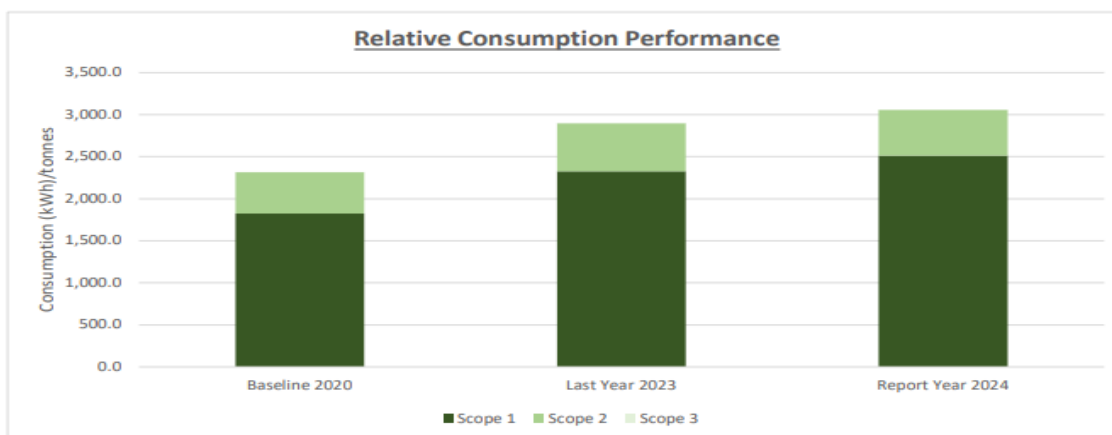


Figure 4: Consumption Performance (Relative Target)

Intensity Ratios:

The tables below show the intensity ratios for the organisation:

Type	Units	Baseline	Last Year	Report Year
		2020	2023	2024
Production	kWh/tonnes	2,319.4	2,903.2	3,062.8

Table 3: Operation Consumption Intensity Ratios

Type	Units	Baseline	Last Year	Report Year
		2020	2023	2024
Production	tCO ₂ e/tonnes	0.451	0.547	0.575

Table 4: Operation Emissions Intensity Ratios

Energy Efficiency Actions Taken:

During the reporting year 2024 the following energy efficiency actions were taken:

Category	Title	Description
Process	Replacement of all diesel forklift trucks with electric	A new dedicated energy-efficient charging station was built. Completed in January 2024
Process	Installation of PLC-controlled water monitoring systems	Installation of PLC-controlled water monitoring systems on the refinery water treatment plant. This allows for better control of water usage.
Process	Upgrade of the degreaser boiler	Upgrade of the degreaser boiler to a highly efficient system to reduce water and energy usage
Compressed Air	Compressed Air System Optimisation	Upgraded compressed air systems across the business have resulted in improved operational performance and reduced energy consumption related to air generation. A new highly efficient compressor has been installed

Table 8: Energy Efficiency Actions Taken

Assurance:

The data and information included in this report has been compiled and verified by independent consultants JRP Solutions Limited.

Electricity and gas consumption are taken from a monthly spreadsheet.

Invoices have been received for one month of electricity consumption and one month of gas consumption to validate these figures.

Grey fleet data is taken directly from Mueller's expense system.

Declaration of Commitment:

As part of Mueller Europe Ltd.’s environmental strategy, the company is committed to the responsible use of energy throughout its operations leading to continual improvement in energy performance.

Mueller Europe Ltd has set a series of energy saving targets based on our original CCA agreement, these are reviewed at regular intervals.

Mueller Europe is operating a new refinery process which will result in an increase in energy usage on-site.

However, as this plant will eliminate the need to import virgin raw material and utilises 100% recycled material this will see a significant overall drop in our carbon footprint.

The refinery process is 300% more energy efficient overall when compared to the production of the virgin cathode currently used in our process.

We have developed a full EPD including LCA for our products and have issued a SECR statement.

The target in the below table is based on the tube production aspect of the business. The integration of the refinery will be completed once the system has been established and stable operation conditions have been achieved.

This data will be incorporated into 2027 targets.

Target Period	Target in KWh/tonne (% reduction based on base year)
Jan 2019 to Dec 2021	4022 (5.3%)
Jan 2022 to Dec 2022	3995 (6.2%)
Jan 2023 to Dec 2023	3700 (7.4%) From existing operations #
Jan 2024 to Dec 2024	3650 (1.3%) From existing operations #
Jan 2025 to Dec 2025	3600 (1.3%) From existing operations #
Jan 2026 to Dec 2026	3550 (1.3%) From existing operations #

Mueller Europe Aims:

We are committed to conducting our business in a way that minimises our impacts on the environment wherever possible and recognise that we can have an effective role in managing energy use.

In particular, we aim to:

- Reduce energy consumed per tonne of product manufactured
- Seek to reduce the use of non-renewable energy sources.
- Review alternative sources of energy generation – in 2019 Mueller Europe installed a MCP for the generation some of our electrical demand on-site
- Develop a forward-looking plan by using external ESOS audits, advice form 3rd parties (e.g., energy suppliers), and detail analysis of usage.
- Review the annual SECR report and develop a carbon reduction plan and net zero targets as of 2030.
- Mueller Europe will further enhance the energy management software to allow for detailed reporting and control of energy usage.

These will be addressed using the following measures:

- Gain commitment from all staff to reduce the amount of energy consumed within the workplace
- Raise staff awareness through training and promotion
- Include energy conscious decision making when procuring energy and seek to use renewable sources wherever practicable
- Consider energy efficient equipment when buying new or replacing redundant equipment
- Carry out a regular energy usage audits and produce an action plan for energy objectives and targets Undertake a management programme to improve lighting and compressed air usage across the business.
- Review and further develop our carbon reduction plan with a progress towards net-zero strategy where possible
- Consider potential climate change effects on energy usage and supply where appropriate.
- Any new remote based staff will be encouraged to opt for electric vehicles and existing remote based staff will be encouraged to move from PHEV Hybrids to Electric vehicles.

To ensure its effectiveness, this policy will be reviewed and amended annually, along with quarterly reporting to the senior management team on the companies' energy performance.

Furthermore, in alignment with the ISO 14001:2015 Environmental Management System (EMS) framework, energy reduction targets will be integrated into both the annual review process and the broader environmental action plan.

Senior Management Responsibilities:

Senior Management is committed to the Environmental Management System and in particular:

- a) takes accountability for the effectiveness of the Environmental Management System.
- b) ensures that the environmental policy and environmental objectives are established and compatible with the strategic direction and the context of the organisation.
- c) ensures the integration of the Environmental Management System requirements into the normal business processes as appropriate.
- d) ensures that resources are available.
- e) communicates the importance of effective environmental management and of conforming to the Environmental Management System requirements.
- f) ensures that the Environmental Management System achieves its intended outcomes.
- g) directs and supports persons to contribute to the effectiveness of the Environmental Management System.
- h) promotes continual improvement.
- i) supports other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility.
- j) Ensuring that all plant and equipment operated on site will be effectively managed/maintained to ensure compliance with our environmental permit and where reasonably practical abnormal emissions into the environment are prevented

Mueller Europe Social Values:

Mueller Industries Group Statement :

We recognise that responsible leadership entails not just careful attention to our financial results, but also a keen awareness of the part we can and must play in sustaining the communities in which we operate, and the world at large.

Whether it be protecting the health, safety and well-being of our employees, or preserving the global ecosystem, we understand the expectations that are being placed on industry in these critical areas of sustainability governance.

We acknowledge and accept the responsibility to report on our progress through both qualitative and quantitative reporting, and to communicate how sustainability related risks and opportunities factor into how we think about our business.

Environmental, social and governance (ESG) issues are not new to us and have long been integral to how we deploy our resources and establish our strategic priorities. We are continually evaluating how we communicate about ESG matters at a Group level.

Our process will evolve as we adapt to new laws and regulations and assess various reporting frameworks. Nonetheless, our senior management commit to greater transparency in these areas, so that all parties can better understand the ongoing actions we are taking to become a more sustainable Company.

Our full 2025 Sustainability Report is available on our website at:

www.muellerindustries.com/about-us/sustainability

Mueller Industries Corporate Governance:

Key Governance Principles:

The Company's governance infrastructure, both in terms of the oversight provided by our Management, and the day-to-day operations of our Company is grounded in three overarching principles:

- **Non-Discrimination, Equal Opportunity and Inclusiveness:** We consider all employment candidates regardless of their age, gender, race, colour of skin, ethnic origin, political affiliation, religious preference, sexual orientation, gender identity, disability status or any other category.
- **Open Communication:** We provide multiple avenues for employees and other constituencies (including stockholders) to communicate with management. Most notably, our leadership team commit to accommodating all forms of outreach from our associates, including face to face meetings as requested.
- **Integrity of Financial Reporting and Internal Controls:** Our financial reporting and internal controls are in accordance with generally accepted accounting principles (GAAP) and Sarbanes-Oxley requirements. Our independent auditors report to the Audit Committee of our Board of Directors and are assisted in their work by our dedicated Internal Audit team.

We consider all employees, regardless of their age, gender, race, colour of skin, ethnic origin, political affiliation, religious preference, sexual orientation, gender identity, physical handicaps or any other category.

Mueller Europe Social Values Policy:

Mueller Europe's social values policy is embedded within the way we operate, develop products, and deliver services. We actively support the NHS in its commitment to improving health outcomes while promoting responsible environmental practice.

Our approach focuses on practical actions that strengthen both healthcare delivery and environmental responsibility.

Sustainable Products for the Healthcare Market:

Our approach to manufacturing and supply is guided by the principle that meaningful innovation supports high standards of healthcare while protecting the environment for future generations.

These technologies reflect our commitment to reducing environmental impact while protecting patient safety.

Our key product, AseptiFlow™, has been designed to be 100% recyclable, made of 100% copper which is not only naturally anti-microbial but able to form complete circularity with an EOL return to supplier policy for 100% recycling into other products. Our products are defined as **manufacture/use/recycle**.

Mueller Europe currently only provides one product range directly to the NHS and this is our AseptiFlow™. However, Mueller Europe supply a number of our other products to the NHS via the indirect channel.

AseptiFlow™ been designed to protect patient safety and to save lives from the inherent risk of multidrug-resistant gram-negative bacteria (MDR-GNB) that exist and breed within the drainage systems in hospitals. Our core business is the manufacture and supply of copper tube to the global heating, ventilation and plumbing markets, AseptiFlow is our first product to be sold directly into the NHS.

Mueller Europe are not just working with the NHS to combat MDR-GNB, we are actively looking to support the Global Healthcare Market to fight, what the World Health Organisation is calling the next global pandemic risk.

AseptiFlow™ is protected under a global patent and trademark.

Supporting Community Wellbeing and Economic Development:

Our commitment to sustainability is matched by a strong focus on supporting community wellbeing and local economic development.

We recognise the NHS as a central part of the communities it serves, and we align our activities to support local growth through employment opportunities, skills development, and engagement with local suppliers wherever practicable.

We have an incredibly diverse workforce who are very proud to work for Mueller Europe. We are a significant employer within Bilston. It is acknowledged that Bilston has faced the challenges of post-industrial decline, but today it is a town defined by its refusal to lose its character, bolstered by a community that is fiercely loyal to its Black Country roots and Mueller Europe are proud to be one of the key employers in the area.

Advancing Patient Safety Through Infection Prevention:

Patient safety remains central to everything we do within the Healthcare & Life Sciences division of the business.

Through our product, AseptiFlow™, healthcare facilities are better protected against the transmission risks associated with multidrug-resistant gram-negative bacteria, particularly those linked to sinks, basins and drainage systems.

By controlling a recognised pathway of environmental contamination, AseptiFlow™ supports the NHS in maintaining safer care settings and reducing the potential for healthcare associated infections.

Our focus on continuous improvement and applied innovation ensures that healthcare providers can rely on solutions designed to address both current infection control challenges and those emerging in the future.

Collaborative Partnerships for Sustainable Healthcare:

Mueller Europe is committed to building strong and effective partnerships with the NHS.

Our approach is based on open communication, transparency, and shared objectives. By working closely with clinical, estates, and infection prevention teams, we seek to understand operational challenges and deliver solutions that address specific environmental and patient safety priorities.

Mueller Europe Social Values Action

- **COVID-19 Action:**

Mueller Europe COVID-19 and Recovery Commitment:

Whilst the focus on post COVID-19 action has now largely been aligned into broader strategies, it is still worth focusing on how our business reacted and adapted during this crisis.

Mueller Europe, as a key supplier to the markets supporting the NHS and other vital services, remained open and fully operational throughout the COVID crisis. It is a testament to our hardworking staff that we remained fully operational and able to support all customers and suppliers in the most demanding of times.

It is acknowledged that plumbing is an essential service, even during a pandemic and Mueller Europe worked hard to ensure that all of our markets were able to support their customers throughout this global pandemic.

Following the COVID 19 pandemic, Mueller Europe implemented a structured programme to strengthen community support, expand employment opportunities, and reinforce its role as a trusted supplier across numerous industry sectors.

Summary:

The actions taken by Mueller Europe directly support our commitment to providing a safe and supportive working environment, maintaining strong relationships with local communities, and ensuring dependable, sustainable supplies to healthcare organisations and our broader customer base.

- **Economic Inequality:**

Mueller Europe's Innovation, Equality, and Sustainability Commitment:

Mueller Europe is focused on delivering vital infection control solutions that support the NHS while helping to address workforce pressures and expand access to employment and skills development in our community.

Our initiatives reflect our responsibility as both an employer and a supplier to the healthcare sector. By supporting innovation alongside inclusive economic participation, Mueller Europe contributes to sustainable growth that benefits healthcare systems, local communities, and the wider workforce.

Mueller Europe also actively participates in supporting local colleges and further education establishments to supplement on-site visits and training. Mueller Europe is the only copper manufacturer in the UK with a refinery and manufactures copper from recycle/scrap phase through to new product delivery.

Supporting the future plumbing, heating and ventilation workforce is something that is vital to our industry and we take a keen interest in developing new talent within our market.

Workforce Recruitment Development:

Our recruitment approach places strong emphasis on employing staff from the community in which we are based. We are a business with historical ties to the local community and seek to recruit locally wherever possible.

Our recruitment policy contributes to the reduction of social and economic inequality. By recruiting locally, Mueller Europe broadens access to localised, skilled employment and strengthens workforce diversity within our community.

Where practicable, the company also provides site experience opportunities for college and higher education students to support early exposure to professional environments.

These initiatives form part of a wider commitment to developing future talent through structured entry pathways, including apprenticeships. This approach supports long term skills development while creating accessible routes into employment for younger people.

We currently have several technical engineering apprenticeships and are looking at adding a further apprenticeship in this financial year.

Product Offering:

Innovation and the development of sustainable healthcare and life sciences products are central to Mueller Europe's operations and future plans.

Establishing the new Healthcare & Life Sciences Division to manage and supply our AseptiFlow™ solutions to the NHS and broader healthcare markets reflects a clear commitment to deliver solutions that reduce environmental impact while supporting the safety and protection of patients and staff.

These solutions support healthcare providers in reducing the risk of hard to combat bacterial infections and are suitable for both new build and retrofit projects.

Through continued investment in our product development, Mueller Europe supports the NHS in improving environmental performance while maintaining safe and effective clinical environments.

Sustainable Supply Chain:

Our supply chain strategy is built on clear principles of responsible sourcing and equal opportunity procurement practices.

As a result, healthcare providers benefit from greater supply reliability and continuity of access to our essential infection control products. This structured approach strengthens operational resilience while supporting consistent service delivery to the NHS.

Collaboration with Specialist Businesses:

Mueller Europe's business strategy includes collaboration with smaller specialist organisations, enabling their participation in larger NHS projects while supporting shared commercial development.

Mueller Europe look to work with regionalised installation teams with all our Healthcare & Life Science installation projects. This approach strengthens the healthcare supply network, promotes innovation, and creates opportunities for sustainable growth across partner organisations.

Cybersecurity Measures:

Comprehensive IT governance and cybersecurity controls protect the integrity of our systems and those of our partners, distributors, and clients. Ongoing security training for employees, supported by a clearly defined Code of Conduct, ensures consistent professional standards.

Together, these measures ensure a very well controlled and regulated IT solution and lowers any risks associated with breaches or data leaks which might impact our business partners.

Summary:

Mueller Europe is well positioned to support the ever-changing needs of the NHS through advanced infection control solutions, ongoing workforce development, and responsible business practice.

Our activities strengthen healthcare delivery while contributing to wider social and environmental progress. By supporting fair access to opportunity, responsible resource use, and continuous improvement in healthcare environments, Mueller Europe aligns closely with the priorities of the NHS and supports the continued advancement of a sustainable healthcare system.

- **Climate Change:**

Sustainability Strategy:

Mueller Europe operates with clearly defined sustainability objectives that are supported by science-based targets. These targets provide a structured framework for responsible business practice and guide the management of environmental impact across all areas of activity.

This section sets out the actions and measures being implemented to achieve these objectives, with particular focus on the management of Scope 3 emissions.

Emissions across the wider value chain present both operational complexity and opportunities for measurable improvement and remain a key area of focus within Mueller Europe's long term sustainability planning.

Scope 3 Emission Reduction Commitment:

Mueller Europe recognises the operational complexity associated with Scope 3 emissions and is actively working to reduce their impact across the wider value chain.

In parallel with NHS sustainability priorities, the company is implementing structured measures to manage emissions linked to suppliers, materials, and external services.

Clear policies have been established to reduce the environmental impact of extended supply activities, ensuring that sustainability is addressed beyond direct operations. This approach supports consistent environmental management across the supply network and reinforces Mueller Europe's commitment to responsible, whole system emissions reduction.

A significant reduction in our Scope 3 emissions will be linked to our new refinery on site as we will be greatly reducing our reliance on copper cathode which is historically imported from Chile and the DRC (Congo) and in realigning our factory processes to recycle scrap copper, our reliance on cathode will greatly reduce, thus dramatically improving our Scope 3 emissions.

Staff Environmental Awareness:

Mueller Europe provides every member of staff a copy of the Mueller Europe Environmental Booklet.

This document outlines key information and behaviours to be implemented in the day-to-day operations on the Mueller Europe Manufacturing site.

The Environmental Booklet covers such topics as:

- BSI EMS – ISO 14001:2015 Certificate of Registration.
- Mueller Europe Environmental Policy.
- Mueller Europe Permit granted under The Environmental Permitting (England and Wales) Regulations 2016.
- Detailed instructions on Waste Handling and Segregation with separate sections covering the factory and offices.
- Compliance with Duty of Care & Hazardous Waste Regulations.
- Waste Hierarchy Policy.
- Emergency spill procedures for oils and combustible liquids.
- Mueller Europe asbestos emergency plan.
- Cooling towers legionella detection response plan.
- Mueller Europe Energy Policy.

- Environmental Management for Chemical Container Identification.
- Cast Fugitive Emissions Procedures.
- House Keeping & Accident Reporting policy.
- Environmental Complaints Policy.
- Site map including all important points of interest highlighted.
- Significant Aspects list and Significant Aspects Policy

Innovative Sustainability Products for the NHS:

Our support for the NHS environmental objectives is demonstrated through the introduction of our AseptiFlow Product range, made entirely from recyclable copper and able to aid in the sustainable use of antibiotics and carbapenems use.

Our Healthcare Systems are designed to specifically reduce the risk of Hospital Acquired Infections (HAI's), in particular multidrug-resistant gram-negative bacteria, which the WHO has listed as one of the biggest global healthcare concerns.

The estimated impact on the NHS due to HAIs was recently stated in a clinical review as affecting 834,000 patients resulting in 28,500 deaths with an additional 13,900 healthcare professionals contracting HAI's as well. The cost of HAI's to the NHS are estimated to be in the region of £2.7B per annum and is therefore a huge cost burden to an already stretched NHS.

Our AseptiFlow™ System can help to drastically reduce transmission risk and potential exposure to the most virulent of these bacterial infections and does so via a fully recyclable solution.

Mueller Europe's commitment to delivery of these solutions can be seen in the establishment of a new division within the business as well recruiting specialist staff to deliver these solutions to the NHS.

Summary:

Mueller Europe are progressing towards the achievement of defined sustainability targets while supporting the environmental objectives of the NHS.

Action is taken across multiple areas of operation, including supply chain management, product development, and day to day business practice, to reduce environmental impact and strengthen operational responsibility. This coordinated approach supports environmental protection alongside safe and effective working conditions.

Looking ahead, Mueller Europe will continue to work towards its established targets, advance sustainable technologies, and contribute to long term environmental improvement across healthcare systems and the wider community.

- **Equal Opportunity:**

Equality and Opportunity – Mueller Europe’s Commitment:

Mueller Europe is committed to providing equal opportunity in employment and maintaining a working culture founded on mutual respect across all areas of operation.

These principles shape organisational behaviour and support a working environment in which individuals are treated fairly and supported to contribute fully.

Our organisational culture recognises individual differences and supports open collaboration and is central to our vision. The company’s mission is to maintain a workplace where both prospective and current employees are treated with respect and where equal opportunity is applied consistently in recruitment, development, and progression.

These principles guide internal working practices, partner organisations, suppliers, and distributors. Mueller Europe promotes a culture of acceptance that maintains a zero-tolerance approach to discrimination in any form.

The Mueller Europe Code of Conduct:

The Mueller Europe Group Code of Conduct sets out clear expectations for equality, respect, and professional behaviour across the workplace.

It defines standards for recruitment, development, and promotion, ensuring that opportunities are provided on a fair and consistent basis. The Code also establishes a zero-tolerance approach to harassment and discrimination in any form.

This framework underpins the organisation’s ethical standards and guides day to day conduct across all roles and functions. By maintaining clear principles of fairness, accountability, and integrity, the Code supports a working environment in which all employees are treated with respect and professionalism.

Employee Empowerment:

Mueller Europe recognises the capacity of its employees to develop their skills and progress throughout their careers.

Mueller Europe seeks to promote from within, to encourage mobility by enabling employees to apply for opportunities across different roles, and operational areas.

HR Support Commitment:

Mueller Europe maintains a dedicated Human Resources function responsible for identifying, managing, and resolving workplace concerns in a timely and structured manner.

This framework supports consistent monitoring of organisational practice and provides clear processes for addressing issues when they arise. Through defined procedures and active oversight, the organisation works to ensure that discrimination is not permitted within the workplace and that all employees are supported within a fair and respectful working environment.

Anti-Slavery and Human Trafficking:

Affirming our commitment to ethical business practice, Mueller Europe has published a comprehensive policy addressing modern slavery and human trafficking on our website.

This policy sets out the organisation's clear position against these practices and defines the measures in place to prevent them within its operations and supply network.

It also establishes expectations for transparency, due diligence, and responsible sourcing, supporting the maintenance of a supply chain that operates in line with recognised ethical standards.

www.wednesburytube.com/downloads/Modern-Slavery-Statement-2025.pdf

Summary:

Mueller Europe is committed to equal opportunity in employment and to maintaining high standards of fairness, respect, and professional integrity across all areas of operation.

The organisation seeks to create a working environment in which everyone is treated equally and fairly, where opportunities are applied consistently, and ethical conduct is upheld in all activities.

These commitments are supported through ongoing review and continuous improvement of workplace practices.

- **Wellbeing:**

Health and Wellbeing Commitment:

At Mueller Europe, the physical and mental wellbeing of our staff is a vital consideration in the day to day running of the business. We are dedicated to fostering a supportive and healthy environment for all our staff.

These initiatives reflect our commitment to maintaining a healthy, safe, and supportive workplace, with ongoing audits and reviews of our procedures to safeguard the wellbeing of our staff and customers.

Retirement Policy:

Mueller Europe does not operate a compulsory retirement age for its employees. Mueller Europe recognises the skills and experience of its older employees and believes that employees, wherever possible, be permitted to continue working for as long as they wish to do so.

We operate a flexible retirement policy and employees may voluntarily retire at a time of their choosing.

Safety and Incident Reporting:

Mueller Europe have a dedicated QHSE Leader who is responsible for overseeing the reporting and management of all incidents, with active staff involvement encouraged in identifying potential hazards and supporting safer working practices.

This shared responsibility strengthens awareness and supports early intervention where risks are identified. Structured procedures for reporting accidents and health and safety events enable systematic review, learning, and ongoing improvement.

Clear and accessible communication channels allow employees to raise workplace concerns directly with management, supporting a preventive and responsive approach to health and safety.

Summary:

Mueller Europe takes a structured and integrated approach to health, wellbeing, and community engagement.

This includes practical measures to support staff welfare, clearly defined safety and incident reporting procedures, and look to strengthen relationships with the communities in which the company operates.

These areas form an essential part of organisational practice and reflect a commitment to maintaining safe working environments, supporting employee wellbeing, and contributing positively to the wider community.

- **Charitable Contributions:**

Charitable Commitment:

Mueller Europe believes in contributing positively to the communities in which we operate and is an established part of our organisational practice.

This includes structured charitable activity and active encouragement for employees to participate in initiatives that support local community needs.

Charity Overview:

Mueller Europe focusses their charitable donations in support of the charities designated by our key customers. We make donations to the Charities supported by a wide range of our key customers, rather than one direct payment to a single charity.

We do this to support the communities where our customers are based and to enable a broad spread of support and donations.

- **Enhancing the Environment with AseptiFlow™**

Ecological Restoration Through Sales:

Mueller Europe always seeks to measure, reduce, and transparently report carbon emissions wherever possible and we have partnered with Ecologi to enhance our sustainability profile by supporting verified climate restoration initiatives that meet recognised standards of environmental integrity.

We do this by contributing towards tree planting or funding habitat restoration projects with every box of AseptiFlow™ sold. Each sale results in the allocation of the restoration project in the name of the customer. The customer then has access to an online portal to report on the impact of the donation.

Social Values Conclusion:

Mueller Europe provides a strong partnership for the NHS through its sustained focus on social responsibility, environmental management, and healthcare innovation. The organisation maintains clear priorities around employee wellbeing and community support, delivered through structured health initiatives and clear working practices defined within the Mueller Europe Code of Conduct.

Continuous professional development supports a skilled and adaptable workforce capable of responding to evolving healthcare requirements. Within the Healthcare and Life Sciences division, solutions are designed to reduce the environmental and operational burden associated with hospital acquired infections. This supports NHS sustainability objectives while contributing to the responsible management of antibiotic use.

In addition, significant capital investment has been made in our manufacturing infrastructure, including a \$30m investment in our advanced copper refining and recycling facility at the Bilston site.

This installation incorporates a 150-tonne furnace designed to use recycled scrap copper, enabling the use of locally sourced, recycled raw materials therefore significantly reducing dependence on imported raw materials.

Modernisation of the manufacturing site has strengthened environmental performance across production activity, supporting resource efficiency and circular material use. Together, these measures position Mueller Europe as a capable and responsible supplier, supporting the NHS in delivering high quality healthcare within an environmentally and socially accountable framework.

Document Closing Statement:

Mueller Europe's drive to reduce carbon emissions and achieve our sustainability targets, combined with our commitment to social responsibility, demonstrate a structured and achievable approach to corporate accountability and environmental management.

Identified and targeted action across our environmental impact includes continued investment in the development and adoption of environmentally responsible products, alongside collaboration with suppliers that operate to comparable environmental standards.

These measures support the reduction of environmental impact across operations and the wider supply network. In parallel, organisational practice places strong emphasis on community engagement, health, and wellbeing, reflecting a consistent focus on social responsibility.

Together, these actions represent an integrated model of business performance that combines technical innovation and operational efficiency with measurable social and environmental benefit.

This alignment of capability and responsibility allow us to develop effective partnerships with organisations such as the NHS, who demand that suppliers can demonstrate both technical expertise and sustained commitment to environmental and social standards.

We are very proud of what we have achieved and will continue to achieve.

A handwritten signature in black ink, appearing to read "Paul Owen".

Paul Owen
Business Unit Manager – Healthcare and Life Sciences

April 2026

Submitted and Approved: Mark Millerchip – Managing Director

www.muellereurope.com/wp-content/uploads/2026/05/Mueller-Europe-Carbon-Reduction-Plan-Code-of-Conduct-and-Social-Values-Policy-April-2026-Draft.pdf