



Water Stewardship Policy

PURPOSE

The Rank Group Plc ('Rank' or 'the Group') uses relatively little water in its operations; however, we recognise that water is a finite and valuable resource that we share with others and must treat with care to preserve it for future generations. This policy outlines Rank's commitment to water stewardship and the protection of this vital resource.

SCOPE

This policy applies to all Rank employees, third parties, contractors, sub-contractors, suppliers, and anyone else employed directly or indirectly by the Group must comply with this policy.

OUR COMMITMENTS

- We are committed to transparent, accurate reporting and will continue to publish water data where required.
- We will regularly assess water risk assessments of our venues and offices to identify potential water-related risks to our business and operations. We will develop and implement strategies to mitigate these risks
- We aim to foster a water-saving mindset among colleagues and customers, encouraging them to minimise water consumption.
- We will incorporate water-efficiency and water conservation measures to reduce consumption across our sites
- To ensure that all applicable water-related legislation and other environmental requirements are complied with (including the provision of safely managed Water, Sanitation and Hygiene (WASH) facilities in the workplace.
- Additionally, we encourage our business partners and suppliers to operate responsibly and, where possible, reduce water usage.

ROLES AND RESPONSIBILITIES

All employees are responsible for:

- Understanding and complying with this policy and relevant water regulations.

- Minimising water consumption in their daily activities.
- Reporting any water-related issues or concerns to management promptly.
- Participating in water conservation initiatives and training programs.

Management is responsible for:

- Developing and implementing water management plans and procedures.
- Setting water use reduction targets and monitoring progress.
- Providing adequate resources for water conservation initiatives.
- Ensuring compliance with water regulations and industry best practices.
- Communicating water stewardship performance to stakeholders.

REPORTING AND COMMUNICATION

Rank will report on its environmental performance annually, including key performance indicators and progress towards our objectives. This information will be shared with our stakeholders in our Sustainability Report and Annual Report, available publicly on our [website](#).

POLICY COMPLIANCE

All Rank employees, third parties, contractors, sub-contractors, suppliers, and anyone else employed directly or indirectly by the Group must comply with this policy. This policy, alongside related policies, is available to access on our website.

This policy will be reviewed on a regular basis to ensure that it continues to be relevant to the business and its operations and supports and encourages a high standard of environmental performance across our operations.

This policy has been approved by Richard Harris, CFO on 11 June 2025.

EXCEPTIONS

Any exceptions to this policy must be approved in advance by the ESG team.

POLICY NON-COMPLIANCE

If you become aware of non-compliance with this policy, please report it to the Rank ESG team.

RELATED POLICIES

- [Environmental Policy](#)
- [Waste Management Policy](#)
- Supplier Code of Conduct