



## Sustainability Policy

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## **We will always deliver more sustainable solutions for our people, our customers and the wider community and environment in which we work and live**

This means:

### **Sustainable communities**

“We will be good neighbours who engage with, work with, and support our local communities. We will create an excellent workplace where our people are valued, engaged and skilled; and drive excellence in Health and Safety.”

- **Health and Safety** - Through the way we work and behave all our people and stakeholders will be protected from the risks of occupational injury or ill health
- **Our people** - We will attract, develop and retain excellent people by becoming an employer of choice. We will work in a way that supports our values and ensures equal opportunities within our diverse workforce.
- **Community** - By engaging, respecting and understanding our community stakeholders we will make a positive contribution to their environment and quality of life.

### **Natural resource protection and environmental enhancement**

“We will responsibly manage our impact on the environment through the prudent use of natural resources, minimising waste and by protecting and enhancing the environment in which we work and live.”

- **Environmental impacts** - We will not pollute or contaminate land or water and will manage our waste responsibly. We will seek to enhance and improve the environment through good design and management.
- **Biodiversity**- We will understand and manage our biodiversity impacts and seek opportunities to enhance the wildlife and habitats for the future.
- **Supply chain** - We will work with our supply chain to deliver mutually sustainable solutions that deliver value for money.
- **Resource use** - We will do ‘more with less’ by maximising resource efficiency in planning, design, waste minimisation and recycling.

### **Climate change and energy**

“We will work to reduce our impact on climate change by minimising all our uses of energy.”

- **Atmospheric impacts** - We will actively reduce our use of energy and emissions of greenhouse gases in transport, design, construction, maintenance and in the operation of our facilities.

- Design - Sustainability will be a key objective of our designs. We will achieve excellence in life-cycle design and exceed our customer expectations by delivering more cost effective sustainable solutions.

**Sustainable consumption and production**

“We will work with our customers and suppliers to achieve ‘more with less’, through more efficient use of human and material resources, considering life cycle impacts and delivering sustainable, profitable and socially beneficial outcomes.”

- **Value and risk** - We will improve our business margins and create shareholder value in a sustainable way. We will be recognised as a leader in the way we understand and manage our risk profile.
- **Customer** - We will become renowned for understanding and exceeding our customer expectations and develop their demand for more sustainable solutions.
- **Governance** - We will be recognised as a company which lives its values in all our activities and that demonstrates an ethical approach across all areas of corporate responsibility.

Our policy will be delivered by:

- Generating a culture that actively encourages best sustainable practices; and
- Ensuring the real involvement of all our people, our supply chain and stakeholders.

This policy is periodically reviewed to ensure its continuing suitability and alignment to business strategy and UK and international laws

The nominated Sustainability Officer is Mark Dennison who will oversee, manage and report against targets and champion our compliance with this Sustainability Policy.

Signed



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