



Sustainable Business Policy

We believe that sustainability is fundamental to the success of our business and the quality of the services we provide. We are committed to a policy of integrating sustainable ways of working into every aspect of our operations, paying close attention to our impacts on people and the environment as we manage a robust and responsible business.

Responsible Business

We run our business to the highest standards of governance and business ethics, operating in a transparent, compliant, and fully auditable way, achieving the best value for all our stakeholders. We proactively help to enable our clients to achieve the most innovative and sustainable outcomes for their projects.

- **Governance & Ethics:** *everyone working to achieve excellence, maintain compliance and the highest standards of responsibility*
- **Value for Stakeholders:** *running our business to generate and protect value for our clients, our shareholders, our staff, our suppliers and the communities where we work*
- **Communications & Leadership:** *demonstrating and sharing our good practice and expertise*

Environment

All our activities are guided by our SHEQ Management Policy and ISO 14001 approved Environmental Management System and we take a proactive approach to reducing environmental impacts during the construction and occupancy phases of our projects.

- **Waste & Pollution:** *ensuring there are no pollution incidents on our sites, striving to reduce waste and re-using materials wherever possible*
- **Natural Resources:** *using sustainable materials, minimising our use of natural resources, protecting biodiversity*
- **Climate & Energy:** *minimising the carbon footprint of our operations and helping our clients make use of energy saving design and technologies*

People and Communities

Health and Safety is of paramount importance to our business. All our activities are guided by our SHEQ Management Policy and ISO 45001 accredited Health & Safety Management System.

We believe in developing our people to have the skills, confidence and opportunity to achieve their potential and to contribute fully to our workplace culture of innovation and excellence. We aim, wherever possible, to leave an additional legacy in the communities in which we work by creating new training and job opportunities for local people, and through community projects organised by our staff in response to local needs.

- **Health, Safety & Wellbeing:** *looking after people who work on site, in our offices and who live in the local community*
- **Our People:** *providing a place to work that is fair, rewarding and helps people achieve their best*
- **Sustainable Communities:** *making sure our projects cause minimal disruption and put lasting value into the local community*

Our Management Commitment

We continually work on improvement, meeting or exceeding regulatory requirements, increasing our knowledge through training and qualifications and make the sharing of good practice a cornerstone of our company culture. We will ensure that we provide adequate resources for the effective delivery of our sustainable business commitments, that we critically review our performance, and maintain policy direction to support us in meeting our business values.

A handwritten signature in black ink, appearing to read 'L. Powell'.

Lee Powell

Managing Director

05 January 2026