

## POL002 Environmental Policy Statement

The Board of Directors have prepared the following policy in respect to environmental management. This policy will enable The Company to satisfy applicable requirements of ISO 14001:2015 meet its legal and other obligations.

Environmental protection will have equal status to considerations for health, safety and quality. In confirming our commitment to protection of the environment we will treat environmental regulations that apply to our activities as minimum standards and where appropriate aim to better them.

The Company will:

- identify environmentally significant aspects of its work activity to protect the environment;
- consider and minimise the impact its activities may have on the environment;
- ensure compliance with regulations, directives and policies;
- ensure that any risk of pollution in relation to its activities is identified and arrangements made for elimination or acceptable management;
- ensure that advice is sought from appropriate sources in order that actions may be carried out effectively.

The Company will develop and maintain a continually improving management system which is designed to comply with relevant standards. Objectives for continual improvement of the system will be set annually during Management Review.

Regular environmental assessments shall be carried out to ensure we fulfil our commitment to the compliance with the legislation and other requirements with the application of best available practice in environmental protection.

All employees are encouraged to take an interest in the protection of the environment. Training will be provided, where appropriate, to ensure that employees are environmentally aware and that neither themselves, the community, nor the environment, are exposed to harm as a result of The Company's activities.

### Policy Aims and Commitments

To achieve our Environmental Policy aims, the company will:

#### Energy Consumption and Greenhouse Gas (GHG) Emissions

- Improve energy efficiency across all facilities by implementing LED lighting and energy-saving protocols.
- Increase employee awareness of energy-saving behaviours through training and internal campaigns.

#### Water

- Educate employees on responsible water use.

#### Materials, Chemicals and Waste

- Review all materials for sustainability, recyclability, and safe handling.
- Eliminate the use of harmful or non-compliant chemicals

#### Biodiversity

- Protect and improve habitats for local wildlife around all company sites.

#### Pollution

- Reduce harmful emissions and waste from all operations.

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### Targets for 2028

#### Energy Consumption and Greenhouse Gas (GHG) Emissions

- Reduce Scope 1 and 2 GHG emissions by 12%

#### Water

- Train 100% of employees on water reduction

#### Materials, Chemicals and Waste

- Reduce waste by 25%

#### Biodiversity

- Train 100% of employees on biodiversity issues

### Review and Management of Responsibilities

This policy will be reviewed annually to monitor its effectiveness and to ensure that it reflects the changing needs and circumstances of The Company.

This policy is to be read in conjunction with the Integrated Management System Manual and other related policies and processes. It will be available as documented information and communicated to employees and other interested parties in line with company processes.

Mike Hunter  
Managing Director

Jason Cross  
Operations Director

Mark Buttree  
Group Finance Director

Chris Bott  
Director

Lee Stephenson  
Contracts and  
Labour Director

Neil Jordan  
Director – Rail

Scott Deighton  
Managing Director  
Specialist Surveys

Damian Maclean  
Managing Director  
Scaffolding

Josh Hill  
Commercial Director