
	<b>Sustainability &amp; Carbon Management Policy</b>			
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### **Sustainability**

Effective management and continual improvement of safety, health, environment, quality, energy, carbon reduction, and responsible sourcing is of key importance to the sustained success of our business. We have a single sustainability policy, which is regularly reviewed and communicated to employees, contractors, visitors, key stakeholders and our supply chain to inform and promote wider adoption of responsible practices. As a minimum, we comply with all applicable legal and regulatory requirements. Co-operation in the effective implementation of the policy is a condition of employment, partnership and supply.

### **Business and Service Innovation**

We will ensure continuous business and service innovation by:

- Engaging with our stakeholders to encourage innovative development of our processes and services, to continually improve our sustainability performance.
- Informing our customers about the functional, environmental and safety performance of our provision.
- Adopting a systematic and integrated approach. We are committed to achieving the highest standards in complying with ISO 9001, ISO 14001, ISO 45001 certification schemes.

### **Health, safety and wellbeing**

We will ensure S&R Construction is a safe and healthy place to work by:

- Eliminating risk in the workplace through monitoring performance and implementation of best practice.
- Developing and implementing action plans to ensure the health, safety and mental wellbeing of our employees.
- Committing to the continual improvement of the suitability, adequacy and effectiveness of the occupational health and safety management system.

### **Environmental responsibility**

We are committed to reaching net zero carbon emissions and to fulfilling our share of the responsibility to keep the global temperature rise below 1.5° Celsius. We will continue to reduce our impact on air, land and water by:

- Setting science-based targets to reduce carbon emissions and energy consumption; reducing the use of fossil fuel through efficiency improvements; and using alternative and renewable sources.
- Having stringent targets to reduce emissions to air from all our operations.
- Transitioning our operational fleets from traditional combustion engines to alternative forms of energy and, through collaboration with suppliers, improving the efficiency of our fleets through the adoption of new technology.
- Seeking to apply the principles of environmental stewardship throughout our operations;
- Managing and restoring our sites to ensure land remains of value, implementing biodiversity net gain and safeguarding geodiversity where appropriate.
- Using water efficiently, recycling where possible and protecting water quality.

### **Resource use and the circular economy**



We will conserve natural resources by:

- Using resources appropriately and sustainably and, where possible, substituting primary resources with alternative materials.
- Adopting the waste hierarchy of waste prevention, reuse of materials, recycling, coprocessing and energy recovery to minimise waste disposal and maximise productivity.
- Developing our service provision in a way that improves the quality and sustainability our works and seeking to eliminate all non-conforming products.

### **Being a good neighbour**

We are committed to making a positive contribution to the communities close to our operations and ensuring transparent communication to all our stakeholders by:

- Developing a social value policy outlining our commitment to managing and measuring the social value our organisation is creating.
- Identifying and consulting with local community stakeholders close to our operations.
- Involvement in appropriate local community projects.
- Providing employment, economic activity using local sourcing and local businesses where practical, and building our business on the basis of responsible practices.

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### **Fairness, inclusion and respect**

We will be a fair, respectful and inclusive company, encouraging a culture that values openness and transparency and recognises individual achievement by:

- Striving for the fair treatment of all our employees and everyone in our supply chain.
- Valuing our workforce and, by recruiting, selecting and developing our employees, contractors and suppliers, to ensure they are appropriately skilled and competent to carry out their roles.
- Committing to the consultation and participation of workers and workers' representatives through formal mechanisms.

### **Carbon Footprint**

S & R Construction Ltd is committed to endeavour to reduce carbon footprint, from direct emissions and across our supply chain.

The Company will compile regular SECR (Streamlined Energy and Carbon Reports) on an annual basis inclusive of the below:

- Scope 1 – direct emissions from owned or controlled sources such as fuel combustion, company vehicles and heating.
- Scope 2 – indirect emissions from the generation of purchased energy like electricity.
- Scope 3 – all other indirect emissions resulting from an organisations supply chain, such as purchased goods and services, travel from procurement source to site, distribution and waste disposal.

In order to achieve our aim we will set quantifiable objectives and targets. As part of our endeavours we will measure and track any initiatives implemented to demonstrate any progress made in the next annual report.

#### **Scope 1**

- Use digital collaboration and meeting solutions to reduce travel.
- Perform regular maintenance on equipment to avoid any unnecessary replacements.
- Switch to Electric Vehicles/ Hybrid Vehicles over the next 5 years where financially possible.
- Utilise more efficient LED Lighting to reduce costs.
- Ensure buildings are properly insulated.

#### **Scope 2**

- Encourage suppliers to gain certification and undergo audits.
- Source products from geographically closer locations.

The Directors have the ultimate responsibility for this Policy.

Our policy is communicated to all staff and supply chain and provides a strategic business tool in line with our philosophy to become the leading choice within the Utilities Sector.

This policy will be subject to regular review and this will be annually as a minimum.



Steve Sankey  
Job Title: Managing Director