Introduction

As the leading provider of safety-critical enabling services to the construction industry, our purpose is to get people home safely every day. In doing this, we acknowledge our responsibility to operate in a way that places the environment, society, and ethical business practices at the forefront of our values.

This sustainability policy operates as a framework for delivering our strategy to create a sustainable business, support the communities within which we operate, and ensure that we work together towards a more sustainable future. It outlines our sustainability objectives and priorities, which are aligned to the UN Sustainable Development Goals and are the guiding principles behind our actions.

Sustainability priorities and targets

We are taking action to reduce our carbon footprint and transition to a net zero future

- Implement and maintain our PAS 2080:2023 Carbon management in infrastructure accreditation
- Achieve 42% reduction in our scope 1 & 2 greenhouse gas (GHG) emissions by 2030
- Source 100% of our electricity from renewable sources by 2030
- Expand our SBTi validation to include all Ramudden Global UK Ltd entities by 2028
- Achieve net zero across our scopes 1, 2 and 3 by 2050.

We conserve natural resources and embed circularity principles across our operations

- Identify and reduce our environmental impacts, especially relating to resource use, waste, energy consumption and pollution, and eliminate where possible
- Embed the sustainable procurement of low carbon materials, products and services that prioritise energy efficiency, recyclability and circularity
- Achieve zero waste to landfill certification by 2030.

We protect and value nature

- Enhance our local environments by understanding flora and fauna and implementing nature-positive solutions
- Use our carbon management system to quantify and promote nature-based solutions to enhance the biodiversity on projects for our clients.

We value our people and serve the communities in which we operate

- Promote and support our people to live healthier lives, both physically and mentally
- Maximise the delivery of social value to our people, partners, and communities we serve
- Implement measures to limit the effects of our site activities on local communities, such as noise and air pollution.

We operate fairly, responsibly and transparently

- Champion diversity, equity and inclusion by embedding fairness, inclusion and respect (FIR) principles into our policies, processes and workplace culture
- Operate responsibly by continually developing our Integrated Management System (IMS) and ensure compliance through our policy framework and supporting processes for all applicable legal, regulatory and other requirements
- Work to uphold the Ten Principles of the UN Global Compact on Human Rights, Labour, Environment and Anti-Corruption, and embed this across our value chain through our code of conduct.

We collaborate with our employees, suppliers and supply chain to achieve our sustainability goals

- Raise sustainability awareness through training courses, toolbox talks, workshops and other communication methods
- Use our carbon management system to quantify and suggest carbon reduction opportunities across our projects to our clients and supply chain partners
- Encourage our supply chain partners to set science-based targets.

Monitoring, reporting and communication

The Executive Team and the Head of Sustainability are responsible for the resourcing, availability of information and implementation of this policy, and thereby ensuring it achieves its objectives and targets.

We will regularly review the effectiveness of this policy, changes of regulation and legislation, changes of working practices and equipment and in any event at intervals not exceeding 12 months.

This policy is communicated to all employees and is made available to our supply chain and other interested parties to inform and promote wider adoption of sustainable practices.

Adam Caulfield
Chief Executive Officer
19th September 2025