

## Sustainability Policy Statement

### 1. Purpose

Our **AIM** is to create lasting environmental, social and economic value by embedding sustainability practices into every aspect of our business. This policy informs a shared understanding of those sustainability risks and impacts identified to be most relevant to our operations. It covers what we will do to prevent and mitigate them across the value chain by protecting and enhancing the natural environment, reducing carbon emissions and building climate resilience, transitioning to a circular economy, and delivering meaningful social value.

It sets out the expectations for our leaders, employees, subcontractors, and suppliers to ensure that day-to-day decisions and business goals align with **Our Sustainable Future** framework. It demonstrates how our specialist people and plant contribute to delivering the industry's Sustainable Rail Blueprint, supporting the development of long-term sustainable rail infrastructure and wider sustainable growth across the UK.

### 2. Scope

This policy applies to our operations over which we have direct control, including our employees, contractors, and subcontractors engaged in or supporting the design, procurement, construction, test and commission, operation and maintenance of railway infrastructure. It applies across all business units and locations, including stakeholders and visitors, and to our joint ventures and alliances where we have operational control. When working with our partners across the value chain, we encourage them to adopt similar requirements. It supports the implementation of our Integrated Management System (IMS) certified to BS EN ISO 14001:2015 and carbon management process certified to PAS 2080:2023.

### 3. Our commitments

- Maintain leadership oversight of sustainability risks, impacts and opportunities through a double materiality approach, considering both the environmental and societal impacts and the financial risks and opportunities.
- Comply with relevant environmental legislation, internal & client sustainability standards.
- Protect water, soil and mineral resources through responsible use, and prevent pollution to land, air and water through the identification and control of environmental risks.
- Report and investigate environmental close calls, incidents and community complaints, implementing corrective actions to prevent reoccurrence and share lessons learned across the value chain.
- Achieve carbon net zero by 2050. Integrating whole-life carbon at the earliest stages, setting baselines and targets, deploying low-carbon solutions, and embedding carbon into procurement and value chain delivery.
- Increase our resilience to extreme weather and climate impacts by planning, designing, and delivering services that minimise disruption, protect infrastructure, and maintain safe and reliable operations.
- Extend the life of assets and adopt circular economy principles, prioritising reuse, repurposing, and responsible material management to reduce waste and resource consumption.
- Protect and enhance biodiversity, safeguarding protected species and delivering habitat enhancements.
- Support social mobility through our educational engagement programmes, particularly in STEM.
- Promote fair and inclusive access to employment by removing barriers, widening participation, and offering earn-and-learn opportunities into work through apprenticeships, placements and employability programmes
- Invest in communities and local economies to create lasting positive impact through volunteering, community partnerships, and responsible procurement that promotes fair working practices across our supply chain.
- Continuously improve the IMS to enhance our sustainability performance.

### 4. Leadership and Governance

The Senior Management Team provides overall governance of this policy. Implementation is overseen by the Environment and Social Governance Group, supported by dedicated action groups. The Senior Management Team is responsible for embedding sustainability objectives consistently and proportionately across operations and the value chain; ensuring appropriate skills, resources and leadership are in place; fostering a culture of learning, collaboration and continual improvement.

### 5. Monitoring and Assurance

We will monitor performance through our HSQES assurance programmes, set annual sustainability objectives and performance indicators, and track progress against our Science Based Target. We will monitor that relevant stakeholders feel connected and empowered to deliver **Our Sustainable Future**, analyse gaps and adapt our leadership, resources, processes and engagement arrangements in response. Sustainability risks, mitigations and performance will be reported to stakeholders, and this policy will be reviewed annually to ensure it remains effective and relevant.



Stuart Birch, Managing Director