

# ENVIRONMENT SOCIAL GOVERNANCE (ESG) POLICY

Brenmar is committed to conducting its business in a sustainable, responsible, and ethical manner. This Environmental, Social, and Governance (ESG) policy outlines our commitment to integrating ESG principles into every aspect of our operations. We recognise that the construction sector has a significant impact on the environment, society, and the economy, and we are dedicated to leading the way in creating a positive and lasting legacy.

## Environmental

Our environmental commitment is focused on minimising our carbon footprint, promoting resource efficiency, and protecting natural ecosystems throughout the project lifecycle.

### Carbon and Climate Action

- **Emissions Measurement:** We will regularly measure and report on our carbon emissions, including those from our fleet, energy use in our offices and on-site, and emissions embedded in the materials we use and the waste we generate.
- **Energy Efficiency:** We will prioritise energy-efficient practices in our offices and on-site, including the use of energy-efficient equipment, smart lighting, and the monitoring of energy consumption.
- **Sustainable Design and Materials:** We will promote the use of low carbon, recycled, and locally sourced materials where possible, and work with suppliers who demonstrate strong environmental credentials.

### Waste Management

- **Reduce, Reuse, Recycle:** We are committed to the principles of the circular economy. We will actively seek opportunities to reuse and refurbish existing materials and components. We will ensure that on-site waste is segregated and recycled wherever possible, with a target of diverting 96% of our project waste from landfill.
- **Responsible Disposal:** Where waste cannot be recycled or reused, we will ensure it is disposed of in a safe and legal manner, working only with licensed waste management contractors.

### Water

- **Water Conservation:** We will implement measures to reduce water consumption on our sites and in our offices.

## Social

Our social commitment is to foster a safe, inclusive, and positive environment for our employees, partners, and the communities in which we operate.

## Health and Wellbeing

- **Zero Harm Culture:** Our primary objective is to ensure the health and safety of all individuals involved in our projects, from our own employees to subcontractors, clients, and the public. We will maintain a 'Zero Harm' culture, going beyond legal compliance to implement best-practice safety standards.
- **Workforce Wellbeing:** We will promote the physical and mental wellbeing of our workforce by providing access to support services, promoting a healthy work-life balance, and fostering a supportive and open workplace culture.
- **CDM Regulations:** We will fully adhere to the Construction (Design and Management) Regulations 2015 (CDM 2015), ensuring appropriate welfare facilities are provided on all sites.

## Community Engagement and Social Value

- **Local Impact:** We will actively seek to create social value in the communities where we work. This includes prioritising local labour and suppliers and supporting local businesses where possible.
- **Community Projects:** We will consider opportunities to contribute to local community projects or initiatives, such as volunteering or providing pro-bono support for non-profit organisations.
- **Inclusive Workplaces:** We are committed to fostering diversity, equity, and inclusion at all levels of our company. We will implement fair and inclusive hiring practices and strive to create a workplace where everyone feels valued and respected.

## Responsible Employment

- **Fair Employment:** We will provide fair and competitive remuneration, and a commitment to paying the Real Living Wage.
- **Skills and Training:** We will invest in the continuous professional development of our employees, providing training opportunities to equip them with the skills needed for a sustainable and innovative construction sector.

## Governance

Our governance commitment is to uphold the highest standards of transparency, integrity, and ethical conduct.

### Ethical Business Practices

- **Code of Ethics:** We operate under a strict Code of Ethics that outlines our zero-tolerance approach to bribery, corruption, and modern slavery.
- **Compliance:** We are committed to full compliance with all relevant UK laws and regulations, including the Modern Slavery Act 2015 and the Bribery Act 2010.

### Supply Chain Management

- **Due Diligence:** We will conduct thorough due diligence on all our suppliers and subcontractors to ensure they align with our ESG standards. This includes evaluating their environmental and social policies, as well as their adherence to ethical labour practices.
- **Collaborative Relationships:** We will foster long-term, collaborative relationships with our supply chain partners, encouraging and supporting them in their own sustainability journeys. We will ensure prompt and fair payment to our suppliers.

### Reporting and Accountability

- **Top Management:** The board of directors is ultimately responsible for the implementation and oversight of this ESG policy.
- **Performance Monitoring:** We will establish key performance indicators (KPIs) to measure our progress against our ESG goals. These KPIs will be reviewed regularly and reported on internally and to our

stakeholders.

- **Communication:** We will communicate our ESG performance and initiatives to our clients, employees, through a variety of channels.

Signed

A handwritten signature in black ink, appearing to read 'MH', with a horizontal line underneath.

Mark Harvey

Director

August 2025