

# SUSTAINABILITY POLICY

Brenmar Ltd is aware of the increasing drive to improve the standards of sustainable development at all levels of the construction industry. This is stimulated by recent reports on global issues such as climate change, water scarcity, air quality and poverty.

As part of our commitment to sustainable construction and refurbishment, Brenmar Ltd will consider the sustainability implications of building materials, construction and refurbishment activities and building operations, and will undertake all construction and refurbishment activities in line with the following principles:

## Sustainable Consumption & Production

- Promote energy efficient proposals in design and material resources, while considering the whole life costs, to reduce environmental impacts from the use of energy, resources, and hazardous substances, protecting the planet & people.
- Reuse and recycle resources on site, through sustainable management of materials, to reduce and ultimately eliminate waste in construction and refurbishment projects.
- Re-use existing built assets and refurbish using new energy efficient, sustainable, and resilient building materials which are easy to maintain, operate, deconstruct, and recycle.

## Climate Change & Energy

- Minimise carbon emissions during construction and refurbishment.
- Promote buildings with lower carbon footprint in use and work to achieve zero carbon buildings.
- Reduce delivery and commuting mileage whenever possible through effective logistics management and promoting the use of EV.

## Natural Resources & Enhancing the Environment

- Minimise and conserve natural resources such as energy and water.
- Proactively create, manage, and enhance wildlife habitats and natural landscapes.
- We take all reasonable measures to ensure that our activities are conducted in a way that minimises our impact on the local environment. We promote good environmental practice and seek opportunities to enhance biodiversity on our construction sites.

## Creating Sustainable Communities

- Employees: We are committed towards our employees. We create a safe and inspiring workplace environment for all our employees enabling them to develop their skill set and contribute to the growth of our business.

## The commitments to our people are as follows:

- Health and safety – Health and safety is our top priority. We are committed to continually improving the health and safety of our employees, subcontractors and those affected by our activities, including members of the public.
- Equality and diversity – We provide an inclusive working environment where everyone feels valued and respected. We are committed to equal opportunities and ensuring that we do not discriminate against anyone on the grounds of gender, marital status, race, colour, ethnicity, religion, sexual orientation, disability, or age.
- Learning and development – We promote a learning culture and provide opportunities to equip our employees with the skills and knowledge they need to run our business successfully and to extend their personal development.
- Respect local people and places, by involving and engaging local communities in our works.
- Work to deliver a lasting impact.

This policy statement will be communicated to all persons working for and on behalf of Brenmar Ltd and any other relevant stakeholders.

Signed



Mark Harvey  
Director  
December 2025