



Morgan Sindall Group plc

2025 CDP Corporate Questionnaire 2025

PDF

Important: this export excludes unanswered questions

This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

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C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☒ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☒ GBP

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☒ Publicly traded organization

(1.3.3) Description of organization

Morgan Sindall Group plc is a leading U.K construction and regeneration group operating through six divisions (Construction, Infrastructure, Fit Out, Property Services, Partnership Housing and Regeneration. We generate cash through our construction activities and invest in long-term regeneration schemes, which in turn create opportunities in construction. Our capabilities match the UK's demand for affordable housing, urban regeneration and invest in public, commercial and social infrastructure. Our Construction and Infrastructure divisions provide services in highways, rail, energy, water and nuclear sectors, including tunnel design and construction services in education, healthcare, defence, commercial, industrial, leisure and retail. BakerHicks offers a multidisciplinary design and engineering consultancy services. Fit Out specialises in fit out and refurbishment in commercial, central and local government offices and further education. Morgan Lovell provides office interior design and build services to occupiers. Property Services provides planned maintenance and responsive repairs to social housing and the wider public sector. Partnership Housing works in partnerships with local authorities and housing associations. Activities include mixed-tenure developments, building and developing homes for open market sale and for social/affordable rent, design and build contracting and planned maintenance and refurbishment. Urban Regeneration works with landowners and public sector partners to transform the urban landscape through partnership working and the development of multi-phase sites and mixed-use regeneration.

[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	12/31/2024	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

(1.4.1) What is your organization’s annual revenue for the reporting period?

4546200000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

GB0008085614

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

GB0008085614

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

MGNS

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

0808561

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

2138008339ULDGZRB345

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

218084192

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☒ Austria

☒ Germany

☒ Switzerland

☒ United Kingdom of Great Britain and Northern Ireland

(1.8) Are you able to provide geolocation data for your facilities?

(1.8.1) Are you able to provide geolocation data for your facilities?

Select from:

☒ No, we do not have this data and have no plans to collect it

(1.8.2) Comment

We have 75 offices across the U.K and the time frames of our projects can range from several months to a few years. As we are a service based group we do not have facilities in the traditional sense. We therefore cannot provide geolocation data at this point in time.

[Fixed row]

(1.15) Which real estate and/or construction activities does your organization engage in?

Select all that apply

- ☒ New construction or major renovation of buildings
- ☒ Buildings management
- ☒ Other real estate or construction activities, please specify :Provides infrastructure services in the highways, rail, energy, water and nuclear sectors, and construction services in housing, education, healthcare, defence, commercial, industrial, leisure and retail.

(1.22) Provide details on the commodities that you produce and/or source.

Timber products

(1.22.1) Produced and/or sourced

Select from:

- ☒ Sourced

(1.22.2) Commodity value chain stage

Select all that apply

- ☒ Processing

(1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

- ☒ Yes, we are providing the total volume

(1.22.5) Total commodity volume (metric tons)

40333

(1.22.8) Did you convert the total commodity volume from another unit to metric tons?

Select from:

- ☒ Yes

(1.22.9) Original unit

Select all that apply

☒ Cubic meters

(1.22.10) Provide details of the methods, conversion factors used and the total commodity volume in the original unit

The original unit is 67,221 m³. The weight of 1 cubic meter (m³) of timber depends on the type of wood and its density. For example, the average density of UK hardwoods is around 700 kilograms per solid cubic meter (kg/m³), while softwoods are around 500 kg/m³. We have taken an average of 600 kg/m³ x 67,221 m³ = 40,333 metric tonnes.³

(1.22.11) Form of commodity

Select all that apply

☒ Boards, plywood, engineered wood

☒ Sawn timber, veneer, chips

(1.22.12) % of procurement spend

Select from:

☒ 1-5%

(1.22.13) % of revenue dependent on commodity

Select from:

☒ 1-10%

(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☒ Yes, disclosing

(1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

☒ Yes

(1.22.19) Please explain

Greater than 2% of revenue
[Fixed row]

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☒ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

☒ Upstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☒ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☒ Tier 4+ suppliers

(1.24.6) Smallholder inclusion in mapping

Select from:

☒ Smallholders relevant but not included

(1.24.7) Description of mapping process and coverage

Climate - In 2024 100% of the Group's Tier 1 suppliers were mapped. To enable the mapping each of the Group's suppliers and subcontractors were aligned to a product or trade. We were able to do this by using the Group's internal product and trade codes within our procure to pay system, COINS. A high level comparison of each supplier and subcontractor within each Group company was carried out with some manual changes. We also checked each supplier and subcontractor against Creditsafe (Company Credit Reports & Compliance Screening company) to establish each suppliers SME status. Forests - In 2024 60.98% (89.89% by spend) of our Timber Products Direct Supply was covered by Company Group Trading Agreements (GTA). Our Tier 1 suppliers are all UK based with the exception of Saint-Gobain. Each GTA is aligned with our Group Sustainable Sourcing Timber Policy on the Sustainable Sourcing of Timber & Timber Fibre Products. We aim to procure timber and timber fibre products from sources that can demonstrate, through auditable certification and chain of custody, that the wood the raw material is manufactured from has been forested in a legal and sustainable manner. Ensure all timber and wood-based products for either temporary or permanent inclusion in the works must be from legal and sustainable sources, as defined by the UK Government Central Point of Expertise on Timber (CPET)¹, and delivered to site with full chain of custody. Chain of custody schemes recognised as meeting the above include: Programme for the Endorsement of Forest Certification (PEFC); www.pefc.org Forest Stewardship Council (FSC). www.fsc-uk.org Grown in Britain (GiB); www.GrownInBritain.org. Water - We try and capture all water withdrawals and compile aggregated data from utility providers on an annual basis. However, being such a large organisation covering so many sites across the UK that's not always possible with our current monitoring systems

[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

☒ Yes, we have mapped or are currently in the process of mapping plastics in our value chain

(1.24.1.2) Value chain stages covered in mapping

Select all that apply

☒ End-of-life management

(1.24.1.4) End-of-life management pathways mapped

Select all that apply

☒ Recycling

☒ Incineration

☒ Landfill
[Fixed row]

(1.24.2) Which commodities has your organization mapped in your upstream value chain (i.e., supply chain)?

Timber products

(1.24.2.1) Value chain mapped for this sourced commodity

Select from:

☒ Yes

(1.24.2.2) Highest supplier tier mapped for this sourced commodity

Select from:

☒ Tier 1 suppliers

(1.24.2.3) % of tier 1 suppliers mapped

Select from:

☒ 76-99%

(1.24.2.7) Highest supplier tier known but not mapped for this sourced commodity

Select from:

☒ Tier 4+ suppliers

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Twice a year, each division carries out a detailed risk review, recording significant matters in its risk register. This time horizon aligns with our ongoing projects, current operational expectations and challenges, and the bidding process for upcoming projects. We monitor and report on our Total Commitments performance on an annual basis, with one of our Total Commitments titled "Improving the Environment" and includes climate considerations

Medium-term

(2.1.1) From (years)

1

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

To satisfy ourselves that the Group has adequate resources to continue in operation for the foreseeable future, we undertake an annual viability assessment covering a three-year period, which is in line with the Group’s budgeting cycle. Most of our projects are short to medium term in nature. Risks and opportunities within this timeframe are therefore captured through our in-depth project risks review

Long-term

(2.1.1) From (years)

3

(2.1.2) Is your long-term time horizon open ended?

Select from:

☒ Yes

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Our long-term risks and opportunities are assessed in line with our strategic planning, which considers emerging markets and changing client behaviours, technologies, and legal, regulatory and political changes. In assessing these risks and opportunities, we have taken into consideration our obligations and abilities to meet our long-term science-based targets. While our projects are generally short to medium term, we recognise that the projects we build and the developments we put in place will need to be resilient against a changing future.
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both risks and opportunities	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

- ☒ Climate change
- ☒ Forests
- ☒ Water
- ☒ Biodiversity

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- ☒ Dependencies

- ☒ Impacts
- ☒ Risks
- ☒ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain
- ☒ Downstream value chain
- ☒ End of life management

(2.2.2.4) Coverage

Select from:

- ☒ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

- ☒ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

- ☒ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

- ☒ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(2.2.2.10) Integration of risk management process

Select from:

- ☒ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- ☒ Site-specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- ☒ Encore tool

Enterprise Risk Management

- ☒ Enterprise Risk Management

International methodologies and standards

- ☒ Environmental Impact Assessment
- ☒ ISO 14001 Environmental Management Standard

Other

- ☒ Internal company methods
- ☒ Partner and stakeholder consultation/analysis
- ☒ Scenario analysis
- ☒ Other, please specify :Biodiversity Net Gain Tool and Assessment, CarboniCa

(2.2.2.13) Risk types and criteria considered

Acute physical

- ☒ Flood (coastal, fluvial, pluvial, ground water)
- ☒ Heat waves
- ☒ Heavy precipitation (rain, hail, snow/ice)

Chronic physical

- ☒ Declining ecosystem services
- ☒ Increased ecosystem vulnerability
- ☒ Increased levels of environmental pollutants in freshwater bodies
- ☒ Water stress

Policy

- ☒ Carbon pricing mechanisms
- ☒ Changes to national legislation
- ☒ Increased difficulty in obtaining operations permits
- ☒ Lack of mature certification and sustainability standards

Market

- ☒ Availability and/or increased cost of certified sustainable material
- ☒ Availability and/or increased cost of raw materials
- ☒ Changing customer behavior

Reputation

- ☒ Impact on human health
- ☒ Increased partner and stakeholder concern and partner and stakeholder negative feedback
- ☒ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)
- ☒ Stigmatization of sector

Technology

- ☒ Data access/availability or monitoring systems

- ☒ Transition to lower emissions technology and products

Liability

- ☒ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- ☒ Customers
- ☒ Employees
- ☒ Investors
- ☒ Suppliers
- ☒ Regulators
- ☒ Local communities

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- ☒ No

(2.2.2.16) Further details of process

As a decentralised business we take a multifaceted approach to identifying, assessing, and managing our environmental dependences, impacts, risks and opportunities. Our carbon reduction tool, CarboniCa, assesses the potential emissions of a project early in the design stage, including carbon embodied in the materials and projected emissions throughout the building or infrastructure asset life cycle. The tool highlights elements that will result in higher emissions and suggests lower-carbon alternatives for our teams, the client, designer, and supply chain to consider. This has resulted in over 48,000 tonnes in avoided emissions, on track to reach the ambitious target of 50,000 tonnes that was set for 2025. CarboniCa was used on 218 new projects across the Group in 2024 and is aligned with the BREEAM rating system, thereby enabling our project teams to drive carbon reduction and complete BREEAM evaluations simultaneously. In 2024, we completed 160 sustainability accredited projects, which require an assessment and identification of environmental impacts (air and light pollution, recycling and waste management, water and land usage, assessment of chemicals embedded in products etc.) We were awarded PAS2080:2023 certification by the British Standards Institute (BSI) within our infrastructure division demonstrating our ability to effectively manage carbon emissions across all project phases. Moreover, across the Group we have maintained our ISO 14001:2015 certification for environmental management which sets out best practices on how to reduce environmental risks and the assessment processes that are required on all projects and embedded with the risk assessment and management process (RAMS). Formally environmental risk identification and management also takes place twice a year when divisions undertake a detailed review of their risk registers. Any issues that arise are dealt with in accordance with the divisions' usual operational procedures. If any issue falls within the parameters of our delegated authorities, it will be escalated accordingly. Each division is required to identify and assess environmental risk-related asset level risk through site and asset-level reviews (drought, flooding, soil quality), which cover operational

risks, and supply chain reviews, which include addressing downstream and upstream risks. These reviews take place on a regular basis, and in many cases, more than once a year. This process also now includes requirements to complete a biodiversity risk assessment as part of requirements to demonstrate a biodiversity net gain improvement of no less than 10% on all new projects. This considers the ecological condition and distinctives of the site and the improvements that will be made to leave an area better than before operations commenced. Our main forest related risk is non-compliance of certificated product either by bogus means or availability. We request copies of the environmental policies of all suppliers in our supply chain & details of timber checks carried out. We also seek declaration from suppliers of species and evidence of known legal forest origin and that the wood is not from a recent forest conversion. Dependent upon the risk we may request that the evidence is provided by an independent and credible third party. We carry out environmental risk assessments on individual projects and contracts.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☒ Yes

(2.2.7.2) Description of how interconnections are assessed

As part of our integrated risk management processes, we take a wholistic approach to assessing environmental dependencies, impacts, risks, and opportunities. CarboniCa, our internal carbon reduction tool, measures the environmental impact of a project and provides recommendations on either design changes or alternative materials that can be used to reduce impact, and subsequently environmental risk associated with a project. While CarboniCa is targeting carbon emissions, it incorporates and includes water use and waste management data and its recommended use of timber frames instead of steel are core components to the tool. Since 2021, CarboniCa has resulted in over 48,000 tonnes in avoided emissions recorded, on track to reach the ambitious target of 50,000 tonnes that was set for 2025. The group also completed 160 sustainability accredited projects in 2024, which require assessments to measure the impact and mitigation of water, water, responsible sourcing of materials, waste, land use and pollution (flood risk management reducing surface water runoff, NOX emissions, and reduction of noise and light pollution). As part of ISO 14001 environmental management processes each project is required to complete a risk management assessment during which environmental dependencies (flood risk, soil erosion etc.) must be identified and negative impacts must be managed (e.g., ensuring waste and water does not enter the natural environment). Divisions are now also required to complete biodiversity net gain assessments for all new projects. These assessments require teams to measure the impact of a project will have on waterways, hedgerows and habitats on the operating site and put an action plan in place to both reduce impact and leave the environment at least 10% improved across all three criteria.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☒ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☒ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

☒ Areas important for biodiversity

☒ Areas of high ecosystem integrity

☒ Areas of limited water availability, flooding, and/or poor quality of water

☒ Areas of importance for ecosystem service provision

(2.3.4) Description of process to identify priority locations

To further contribute to the protection of natural ecosystems, our divisions are required to complete BNG (biodiversity net gain) assessments on all new projects. This requires teams to measure the impact a project will have on waterways, hedgerows and habitats and to develop an action plan to leave the site with at least a 10% biodiversity improvement. Throughout 2024, divisions participated in nature project development, natural habitat restoration and rewilding initiatives to meet their BNG targets. For example, Construction is partnering with Groundwork UK to deliver 14 biodiversity improvement projects either on or near completed sites, while Mixed Use Partnerships enhanced green and blue spaces as part of its Hale Wharf development in line with its ambition to achieve a 15% BNG on its projects

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☒ No, we do not have a list/geospatial map of priority locations

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

- ☒ Qualitative
- ☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

- ☒ Direct operating costs

(2.4.3) Change to indicator

Select from:

- ☒ Absolute increase

(2.4.5) Absolute increase/ decrease figure

7000000

(2.4.6) Metrics considered in definition

Select all that apply

- ☒ Time horizon over which the effect occurs
- ☒ Likelihood of effect occurring

(2.4.7) Application of definition

Climate change has been identified as a principal risk and has the potential to influence other principal risks. Each year we also assess the cash flow implications of a particular risk or mix of risks to understand the impact on cash held, credit facilities available, and their ability to affect the business and meet our operating liabilities. For the purpose of TCFD scenario analysis we have adopted a materiality threshold of £7m, which represents 5% of profit before tax. Profit before tax provides an appropriate basis for materiality and is the most relevant measure for stakeholders as it is a focus of both management and investors. When considering longer-term climate related risks, the Group considers a key substantial or financial impact as one that could have a key impact on our reputation or brand, one that could impact upon the long-term development of the Group, or those that could threaten the company's business model, future performance, solvency, or liquidity in the next 5 years. At this current time, the Group has not identified risks and opportunities that are material to our business, although we understand climate-related risks to be

multifaceted and indirect, often reinforcing existing principal risks. For example, we recognise that climate change could impact our contract selectivity and add challenges to bidding. We believe this to be the most responsible means of incorporating climate considerations into our risk management and will produce the most resilient outcomes for the Group.

Opportunities

(2.4.1) Type of definition

Select all that apply

☒ Qualitative

☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☒ Other, please specify :Revenue generated from green activities

(2.4.3) Change to indicator

Select from:

☒ % increase

(2.4.4) % change to indicator

Select from:

☒ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☒ Other, please specify :Revenue generated from green activities

(2.4.7) Application of definition

In identifying opportunities associated with a transition to net zero the group monitors and discloses the number of sustainability accredited projects in the year and the percentage of revenue generated from such projects for Construction and Fit Out. We also measure revenue generated by Infrastructure for any renewable energy, nuclear and water management projects in the year. We also measure the number of homes retrofitted to a high energy efficiency standard by our partnership housing and property services divisions. Revenue and the portion of these projects comprising of our operations is subject to client demand however we anticipate these figures to increase over time in a net zero scenario. These quantitative figures are disclosed as part of our TCFD opportunity section of our 2024 annual report p. 67
[Add row]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

(2.5.1) Identification and classification of potential water pollutants

Select from:
☒ Yes, we identify and classify our potential water pollutants

(2.5.2) How potential water pollutants are identified and classified

The Group Identifies and classifies within the Project Specific Water management plan. Classification guidance from the Environment Agency & our internal risk assessments and method statements (RAMS). The first interaction is with ground water testing for contaminants. Identifying whether there are de-watering risk, ground water risk, and base line water assessment of surface water risks (includes monitoring at start, during and after). Following identified risk, we use data with our specialist supply chain to analyse risks, confirm mitigation measures, and redesign project design as necessary.
[Fixed row]

(2.5.1) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Row 1

(2.5.1.1) Water pollutant category

Select from:

☒ Oil

(2.5.1.2) Description of water pollutant and potential impacts

Unintended release of oil can lead to deterioration in water resource quality.

(2.5.1.3) Value chain stage

Select all that apply

☒ Direct operations

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☒ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Fuels, oils, paints, solvents and other Control of Substances Hazardous to Health (COSHH) materials will be kept in lockable containers, with controlled access to keys, and in line with legal requirements e.g. oil storage regulations, 110% bunding, use of drip trays (enviroPads, plant nappy), located at least 10m from watercourses or drains, etc. Fuelling operations will be planned to minimise the risk of spillage and environmental risk. This may be the subject of a specific plan for high-risk operations and sensitive areas. Visual inspections take place to assure mitigation is working.

Row 2

(2.5.1.1) Water pollutant category

Select from:

☒ Inorganic pollutants

(2.5.1.2) Description of water pollutant and potential impacts

If released into the environment, inorganic pollutants can lead to deterioration in water resource quality.

(2.5.1.3) Value chain stage

Select all that apply

☒ Direct operations

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☒ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Fuels, oils, paints, solvents and other Control of Substances Hazardous to Health (COSHH) materials will be kept in lockable containers, with controlled access to keys, and in line with legal requirements e.g. oil storage regulations, 110% bunding, use of drip trays, etc. Fuelling operations will be planned to minimise the risk of spillage and environmental risk. This may be the subject of a specific plan for high-risk operations and sensitive areas

[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental risks identified
Climate change	Select from: <input checked="" type="checkbox"/> Yes, both in direct operations and upstream/downstream value chain
Forests	Select from: <input checked="" type="checkbox"/> Yes, both in direct operations and upstream/downstream value chain
Water	Select from: <input checked="" type="checkbox"/> Yes, both in direct operations and upstream/downstream value chain
Plastics	Select from: <input checked="" type="checkbox"/> Yes, both in direct operations and upstream/downstream value chain

[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☒ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Policy

- ☒ Carbon pricing mechanisms

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- ☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- ☒ United Kingdom of Great Britain and Northern Ireland

(3.1.1.9) Organization-specific description of risk

The Group operates within the UK and secures all procurement with UK suppliers (though some of these may source products from other countries). The UKETS could therefore impact the Group, if the UK Government expanded the scheme to a wider-range of industries such as the construction sector. Approach: We reviewed the Group's historical trajectory of decarbonisation and considered a range of future projections, including a worst-case scenario in which emissions increased slightly through 2045. We then applied the International Energy Agency's (IEA) proposed carbon prices from both the announced policies and net zero scenarios for advanced economies (£23 and £24 progressing annually to £149/£181 by 2045). Assumptions: Carbon prices increase gradually per year and are applied to Scopes 1 and 2 in the form of an additional annual tax payment to a regulatory body. Findings: Even in a slightly higher carbon tax net zero scenario, our forecast annual tax burden would not be material (>£3m per year). This is due to the deep decarbonisation efforts we have already made since setting our science-based targets in 2019

(3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Medium-term

☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ More likely than not

(3.1.1.14) Magnitude

Select from:

☒ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Even in a slightly higher carbon tax net zero scenario, our forecast annual tax burden would not be material (i.e., surpassing >£3m per year until achieving net zero in 2045). This is due to the deep decarbonisation efforts we have already made since setting our science-based targets in 2019.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1500000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

1500000

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

3000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

3000000

(3.1.1.25) Explanation of financial effect figure

*Our scenario analysis indicates that even in a higher carbon tax net zero scenario (IEA net zero scenario) the maximum potential financial impact on the Group would be no more than 3 million per year. This is due to the deep decarbonisation that has already taken place since setting our science-based targets in 2019 and the implementation of an internal carbon price that has incentivized decarbonisation. As a result, even in very high carbon prices the Group remains resilient. Assuming an indicative carbon price of 150 per tonne and taxed Scope 1 and 2 emissions of 10,000 tCO₂e p.a.: 150 *10,000 1.5m. The maximum financial impact would be no more than 2 * 1.5m 3m*

(3.1.1.26) Primary response to risk

Pricing and credits

☒ Increase internal price on carbon

(3.1.1.27) Cost of response to risk

50000

(3.1.1.28) Explanation of cost calculation

*Our emissions targets were first accredited by SBTi in 2018 and, in early 2020, we set the goal of achieving net zero Scope 1, Scope 2 and operational Scope 3 emissions by 2030. In 2022, we realigned our targets to a 1.5C scenario and extended our net zero targets to include total Scope 3 emissions by 2045. This target is consistent with our progress to date. We increased our internal carbon charge to £90 per Tonne of CO₂e (2023- £70 2025- £115 per) which generates funds for future green investment. We are working to reduce our own emissions through changes to dependencies on fuel and with our supply chain to reduce their own carbon impacts. We offer clients whole-life carbon assessments on projects; recommend low-carbon materials; provide training for staff re low-carbon solutions; measure and remove embodied carbon and operational carbon where possible; use renewable energy where possible. Carbon action group Combined Salary 225,000 * time spent (8-10 hours a week total)50K*

(3.1.1.29) Description of response

In acknowledgement of the potential changes to carbon reduction regulation and legislation particularly, the Group has put in place a net zero target by 2030 and has set science-based targets which have been approved by SBTi. In 2022, we realigned our targets. Specifically, key areas of focus include: reducing our business travel where possible; providing employees with access to a salary sacrifice scheme for purchasing electric vehicles, particularly where they use their personal cars for

business purposes; reducing electricity consumption from non-green sources; and introducing a new waste management system. As new regulation is put in place, we are expected to have data and procedures in place to meet the emerging requirements, including a transition plan and carbon pricing scheme. In 2024, the Group increased its internal carbon price from £70 to £90 per tonne of CO₂e.

Forests

(3.1.1.1) Risk identifier

Select from:

☒ Risk2

(3.1.1.2) Commodity

Select all that apply

☒ Timber products

(3.1.1.3) Risk types and primary environmental risk driver

Reputation

☒ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ United Kingdom of Great Britain and Northern Ireland

(3.1.1.9) Organization-specific description of risk

The end user demand for using certified timber is very high and either through specification and or environmental building standards such as BREEAM, the Group is required to use certified timber on a great many contracts. As such, poor supply chain adherence to certification standards, because of immature international markets, makes it more difficult for the Group to meet its customers' expectations. This means acute risks from supply chain specific exposure can still occur - even where buying certified products risks breaching contractual obligations which could result in financial penalties or remedial costs. This can give rise to a reputational impact on the Group and loss of construction work - primarily from the government. For example, an NGO media driven supply chain incident or report that highlights concerns or issues in the use or procurement of timber such as that experienced by a major furniture retailer recently. Some contracts could be at risk of delay, change or loss as a result of the negative media coverage created and even controlled and certified supply chains can be impacted by association.

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Brand damage

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Short-term

☒ Medium-term

☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Virtually certain

(3.1.1.14) Magnitude

Select from:

☒ Medium-high

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

The end user demand for using certified timber is very high and either through specification and or environmental building standards such as BREEAM, the Group is required to use certified timber on a great many contracts. As such, poor supply chain adherence to certification standards, because of immature international

markets, makes it more difficult for the Group to meet its customers' expectations. This means acute risks from supply chain specific exposure can still occur - even where buying certified products risks breaching contractual obligations which could result in financial penalties or remedial costs. This can give rise to a reputational impact on the Group and loss of construction work - primarily from the government. For example, an NGO media driven supply chain incident or report that highlights concerns or issues in the use or procurement of timber such as that experienced by a major furniture retailer recently. Some contracts could be at risk of delay, change or loss as a result of the negative media coverage created and even controlled and certified supply chains can be impacted by association.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

8381181

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

8381181

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

8381181

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

8381181

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

8381181

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

8381181

(3.1.1.25) Explanation of financial effect figure

We are in constant communication with our supply chain to establish the pinch points in terms of supply and cost. Mitigating these issues is challenging. It has been calculated that in 2024, our timber product purchases were to 167.62 million 5% increase has a financial impact of £8,381,181

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☒ Greater due diligence

(3.1.1.27) Cost of response to risk

100000

(3.1.1.28) Explanation of cost calculation

This is an estimate of employee time in communicating forest related risks with stakeholders

(3.1.1.29) Description of response

Across the Group, we ensure considered purchases are made and that risk is mitigated, going beyond legal obligations in some incidences where possible, we make purchases of timber over and above the certified chain of custody standards. We rely on our supply chain to conduct risk mitigation, for example, deforestation which may lead to illegally harvested timber entering the supply chain, and natural resource depletion resulting in commodity supply chain / end user impacts. We also request monthly updates on long and short-term availability due to world events such as storms, earthquakes and the markets demand for materials used in the regeneration and rebuilding. The Group demonstrates compliance to certification by transparently communicating its purchasing performance and policies with stakeholders to give it immediate effective mitigation from this risk.

Water

(3.1.1.1) Risk identifier

Select from:

☒ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☒ Drought

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ United Kingdom of Great Britain and Northern Ireland

(3.1.1.7) River basin where the risk occurs

Select all that apply

☒ Thames

☒ Severn

(3.1.1.9) Organization-specific description of risk

Potential restrictions on construction sites may impact on our ability to withdraw water during times of drought which would slow down or increase the cost of site operations. For new construction sites it also takes longer to go through the required process of getting water permits etc., as regulations become stricter. There is also the risk of fines from the regulator if water outflows from the site are not to permitted levels. This is impacting the type of equipment required on site for sifting water before it is returned to the water system.

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Disruption in production capacity

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term
- ☒ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- ☒ About as likely as not

(3.1.1.14) Magnitude

Select from:

- ☒ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

In our materiality assessments (undertaken every two years and the latest in 2023) we asked external and internal stakeholders what issues they believed were most material to the Group. Water was an issue of relatively low importance to external stakeholders and in terms of its impact on the business. Bricks and steel production processes (which rely on water for their processes) may be impacted in the future by any water extraction restrictions, though nothing notable to date. There are potential restrictions on construction sites may impact on our ability to withdraw water during times of drought which would slow down or increase the cost of site operations. For new construction sites it also takes longer to go through the required process of getting water permits etc., as regulations become stricter. There is also the risk of fines from the regulator if water outflows from the site are not to permitted levels. This is impacting the type of equipment required on site for sifting water before it is returned to the water system.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

- ☒ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

100000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

100000

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

100000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

100000

(3.1.1.25) Explanation of financial effect figure

*It is not possible to accurately quantify the likely impact as this would be dependent on a project by project basis and the extent of the impact. Minimum likely impact in order of 100,000 100K *1*

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☒ Adopt water efficiency, water reuse, recycling and conservation practices

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Covered under normal operating procedures, so no additional cost provided. Separate cost = 0

(3.1.1.29) Description of response

Where possible, the use of Sustainable Drainage Systems (SuDS), settlement lagoons, rainwater catches and other natural water collection techniques will be used to collect surface water. This will be used to supply the site with any practices that do not require a potable water supply. Sites seek to ensure that non-mains water sources are fully utilised (where practical) before considering how water efficiency can be improved. The Group ensures all water will be sufficient in both quantity and quality before it is used, and all licensing requirements will be met. Our projects must also be resilient against extreme rainfall events and mitigate changes to surface flooding as a result of infrastructure built. Project level risk assessments are required. Our Infrastructure business also works with leading water companies to create

resilient, high quality water and wastewater facilities that safeguard supply, helping to remove properties from the flood risk register and contributing to a cleaner environment by reducing the frequency and impact of flood events.

Plastics

(3.1.1.1) Risk identifier

Select from:

☒ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☒ Changes to international law and bilateral agreements

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ United Kingdom of Great Britain and Northern Ireland

(3.1.1.9) Organization-specific description of risk

In a low carbon economy, the production and use of plastics will be heavily regulated (including taxation to increase costs) as a means of reducing overall consumption and simultaneously increasing likelihood of recycling. The group has considered this potential risk as many products and goods delivered by our suppliers on site can be at times wrapped in plastic for protective purposes. We would anticipate in a net zero scenario that our suppliers would either not be able to use plastic to protect the transport of materials and therefore must find an alternative recyclable or reusable material that may be higher in cost, or that we will face increased waste management cost to ensure the used plastic on site is properly disposed of. As a result the group would face a slight increase in costs either directly or indirectly via the supply chain.

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ About as likely as not

(3.1.1.14) Magnitude

Select from:

☒ Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

In a low carbon economy, the production and use of plastics will be heavily regulated (including taxation to increase costs) as a means of reducing overall consumption and simultaneously increasing likelihood of recycling. The group has considered this potential risk as many products and goods delivered by our suppliers on site can be at times wrapped in plastic for protective purposes. We would anticipate in a net zero scenario that our suppliers would either not be able to use plastic to protect the transport of materials and therefore must find an alternative recyclable or reusable material that may be higher in cost, or that we will face increased waste management cost to ensure the used plastic on site is properly disposed of. As a result the group would face a slight increase in costs either directly or indirectly via the supply chain.

(3.1.1.26) Primary response to risk

Engagement

☒ Engage with suppliers

(3.1.1.29) Description of response

In order to reduce and eliminate plastic packaging from projects and offices the group engages with suppliers to help prioritise reuse, recycling and repurposing. We only send waste to landfill as a last resort. Some engagement initiatives our divisions have engaged with in 2024 include: Construction continued to collaborate with industry bodies on tackling waste: it became a member of the Chartered Institution of Wastes Management's Construction and Demolition Waste Forum; and its 'ZAP' project with the Alliance for Sustainable Building Products saw the launch in 2023 of a new industry toolkit for achieving zero avoidable packaging. In addition, Construction continued to work with its partners on the RECONMATIC research and development programme to find automated solutions for managing construction and demolition waste sustainably. RECONMATIC's second annual assembly was held at the University of Manchester and was attended by delegates from Europe and China. The Construction team presented an update on their progress in developing a materials database that can be used to predict and design out waste. Our infrastructure division has rolled out its new waste desk (piloted in 2022). Through the new system, the division has gained insight into tonnage waste breakdowns, landfill diversion and raise-in time notifications, and has been able to monitor how efficiently waste containers and skips are being used on site. Most importantly, the waste desk includes a monetisation tracker, applying a monetary and carbon cost to generated waste. By applying a cost per tonne of waste, teams are incentivised to further reduce waste, increase recycling, and learn how key materials can be used more responsibly to drive down overall project spending.

Climate change

(3.1.1.1) Risk identifier

Select from:

☒ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☒ Heat wave

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ United Kingdom of Great Britain and Northern Ireland

(3.1.1.9) Organization-specific description of risk

In a business-as-usual scenario where global temperatures increase by 3 to 4 degrees above preindustrial levels by the end of the century the group potentially experience project delays because of extreme heat waves where works would be unable to work due to high temperatures. UK State of the Climate report shows that warm spells have already more than doubled in length (from 5.3 days in 1961- 90 to over 13 days in 2008-2017). In addition, extreme summer temperatures such as those seen in 2018 are 30X more likely than in pre-industrial times. The latest Met Office projections of future UK climate change suggest these summer temperatures could be "normal" by the 2050s. According to the latest Met Office UKCP18 climate projections, these impacts will be most keenly felt in the South and South-East of the UK where the Group carry out a significant proportion of its activities. Our inability to manage these risks could lead to a project delay and therefore a financial fee paid to the client for not handing an asset over in the previously approved timeframe.

(3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Decreased revenues due to reduced production capacity

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- ☒ Very likely

(3.1.1.14) Magnitude

Select from:

- ☒ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

In a business-as-usual scenario where global temperatures increase by 3 to 4 degrees above preindustrial levels by the end of the century the group potentially experience project delays because of extreme heat waves where works would be unable to work due to high temperatures. UK State of the Climate report shows that

warm spells have already more than doubled in length (from 5.3 days in 1961- 90 to over 13 days in 2008-2017). In addition, extreme summer temperatures such as those seen in 2018 are 30X more likely than in pre-industrial times. The latest Met Office projections of future UK climate change suggest these summer temperatures could be "normal" by the 2050s. According to the latest Met Office UKCP18 climate projections, these impacts will be most keenly felt in the South and South-East of the UK where the Group carry out a significant proportion of its activities. Our inability to manage these risks could lead to a project delay and therefore a financial fee paid to the client for not handing an asset over in the previously approved timeframe. This is already a consideration as part of our ongoing risk assessment process and the impact of delays and extreme weather conditions is built into our initial project proposals as a precautionary approach. However, to measure this potential impact via scenario analysis we considered a potential 3 day drop in revenue associated with limited or slowed down operational activity because of an extreme heat wave. We drew upon the Covid-19 lock down that diminished revenue by 22% due to work restrictions for our Fit-Out division over a 62 day period, which currently generates 60% of revenue from the southeast of England (London). Fit Out Revenue in 2023: £1,105m* 60% operations in London *22% reduction in revenues due to delays * 3/62 (3 days of close rather than the 62 days under Covid) = £7.05m. We consider this to be the most extreme event since we would actually expect the impact of hot weather to be minimal as no heat wave to date has resulted in an actual disruption or postponement despite record breaking temperatures over the last few years.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

7000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

7000000

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

700000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

7000000

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

7000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

7000000

(3.1.1.25) Explanation of financial effect figure

In a business-as-usual scenario where global temperatures increase by 3 to 4 degrees above preindustrial levels by the end of the century the group potentially experience project delays because of extreme heat waves where works would be unable to work due to high temperatures. UK State of the Climate report shows that warm spells have already more than doubled in length (from 5.3 days in 1961- 90 to over 13 days in 2008-2017). In addition, extreme summer temperatures such as those seen in 2018 are 30X more likely than in pre-industrial times. The latest Met Office projections of future UK climate change suggest these summer temperatures could be "normal" by the 2050s. According to the latest Met Office UKCP18 climate projections, these impacts will be most keenly felt in the South and South-East of the UK where the Group carry out a significant proportion of its activities. Our inability to manage these risks could lead to a project delay and therefore a financial fee paid to the client for not handing an asset over in the previously approved timeframe. This is already a consideration as part of our ongoing risk assessment process and the impact of delays and extreme weather conditions is built into our initial project proposals as a precautionary approach. However, to measure this potential impact via scenario analysis we considered a potential 3 day drop in revenue associated with limited or slowed down operational activity because of an extreme heat wave. We drew upon the Covid-19 lock down that diminished revenue by 22% due to work restrictions for our Fit-Out division over a 62 day period, which currently generates 60% of revenue from the southeast of England (London). Fit Out Revenue in 2023: 1,105m 60% operations in London *22% reduction in revenues due to delays * 3/62 (3 days of close rather than the 62 days under Covid) 7.05m. We consider this to be the most extreme event since we would actually expect the impact of hot weather to be minimal as no heat wave to date has resulted in an actual disruption or postponement despite record breaking temperatures over the last few years*

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☒ Improve monitoring of direct operations

(3.1.1.27) Cost of response to risk

50000

(3.1.1.28) Explanation of cost calculation

*The indicative cost represents the salary costs of our carbon action group who meet regularly to push our low carbon agenda and to mitigate exposure to potential heatwaves that would delay operations. Our carbon action group members liaison with operational teams on a regular basis (Combined Salary 225,000 * time spent (8-10 hours a week total)50K)*

(3.1.1.29) Description of response

The Group has various strategies in place to ensure that extreme heat and other temperature extremes are managed appropriately. These include health and safety policies to ensure staff have adequate PPE, access to water and shelter, and do not work in extreme conditions. Each division is certified to the ISO 14001 Environmental Management System. Our agility and ability to respond to changing situations ensures that we can change working patterns to avoid extremes in temperature and project delays and contingencies are also built into our project proposals and development plans. Each project includes an individual risk assessment and management plan, this factors in the potential risks of a heat wave and project cost and budgetary parameters are set at the tendering stage and agreed with the client prior to the commencement of work. Wider risk reviews take place on a biannual basis and updated in our risk register. We anticipate that the incremental changes from climate change will be gradually built into our operational activities over time, rather than having an acute and direct impact on our revenues.

[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:

☒ Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.7) Explanation of financial figures

We do not anticipate a substantive financial effect to impact the business as a result of either a transition to a low carbon economy or as a result of increased risks associated with climatic changes. This is because demand for our services is likely to increase. Over the last few years the growth of the business has corresponded with an increasingly portion of revenue being generated from sustainability accredited projects and in 2024 the group completed 163 projects (161 in 2023). This accounted for 68% of Fit Out's annual revenue and 28% of Construction's annual revenue respectively. We have also completed over 1200 retrofitting homes as we anticipate an increase demand in energy efficiency of buildings as 40% of the U.Ks emissions are associated with the built environment. This indicates a high likelihood of further increase demand and opportunities for the business. Our scenario analysis of potential high risks associated with climate change (both physical and transition) also indicate that costs are anticipated to remain below our materiality threshold of 7m per year even in the most extreme worst-case scenarios. Risks are also not expected to materiality until past our long-term horizon, providing sufficient time to further enhance mitigation and adaption procedures as necessary. As a result of considering both the increased opportunity and the low financial figures (less than 7m) derived from scenario analysis the group's stance is that its vulnerability stands at 0% of revenue

Forests

(3.1.2.1) Financial metric

Select from:

☒ Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.7) Explanation of financial figures

We do not anticipate a substantive financial effect to impact the business as a result of either a transition to a low carbon economy or as a result of increased risks associated with climatic changes. This is because demand for our services is likely to increase. Over the last few years the growth of the business has corresponded with an increasingly portion of revenue being generated from sustainability accredited projects and in 2024 the group completed 163 projects (161 in 2023). This accounted for 68% of Fit Out's annual revenue and 28% of Construction's annual revenue respectively. We have also completed over 1200 retrofitting homes as we anticipate an increase demand in energy efficiency of buildings as 40% of the U.Ks emissions are associated with the built environment. This indicates a high likelihood of further increase demand and opportunities for the business. Our scenario analysis of potential high risks associated with climate change (both physical and transition) also indicate that costs are anticipated to remain below our materiality threshold of 7m per year even in the most extreme worst-case scenarios. Risks are also not expected to materiality until past our long-term horizon, providing sufficient time to further enhance mitigation and adaption procedures as necessary. As a result of considering both the increased opportunity and the low financial figures (less than 7m) derived from scenario analysis the group's stance is that its vulnerability stands at 0% of revenue

Water

(3.1.2.1) Financial metric

Select from:

☒ Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.7) Explanation of financial figures

We do not anticipate a substantive financial effect to impact the business as a result of either a transition to a low carbon economy or as a result of increased risks associated with climatic changes. This is because demand for our services is likely to increase. Over the last few years the growth of the business has corresponded with an increasingly portion of revenue being generated from sustainability accredited projects and in 2024 the group completed 163 projects (161 in 2023). This accounted for 68% of Fit Out's annual revenue and 28% of Construction's annual revenue respectively. We have also completed over 1200 retrofitting homes as we anticipate an increase demand in energy efficiency of buildings as 40% of the U.Ks emissions are associated with the built environment. This indicates a high likelihood of further increase demand and opportunities for the business. Our scenario analysis of potential high risks associated with climate change (both physical and transition) also indicate that costs are anticipated to remain below our materiality threshold of 7m per year even in the most extreme worst-case scenarios. Risks are also not expected to materiality until past our long-term horizon, providing sufficient time to further enhance mitigation and adaption procedures as necessary. As a result of considering both the increased opportunity and the low financial figures (less than 7m) derived from scenario analysis the group's stance is that its vulnerability stands at 0% of revenue

[Add row]

(3.2) Within each river basin, how many facilities are exposed to substantive effects of water-related risks, and what percentage of your total number of facilities does this represent?

Row 1

(3.2.1) Country/Area & River basin

United Kingdom of Great Britain and Northern Ireland

☒ Thames

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

☒ Downstream value chain

☒ Upstream value chain

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

47

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ 1-25%

(3.2.5) Number of facilities within downstream value chain exposed to water-related risk in this river basin

47

(3.2.6) Number of facilities in upstream value chain exposed to water-related risk in this river basin

1000

(3.2.10) % organization's total global revenue that could be affected

Select from:

☒ 11-20%

(3.2.11) Please explain

The Group's construction sites are constantly changing so we have made an estimate of the total and percentage in a given year. They are all subject to water risks with the potential for financial and strategic impact. Lack of water on site (drought) poses a risk, as well as any flooding events that may occur. Some of the larger infrastructure jobs we carry out, have the potential to alter water courses/flood plains etc., resulting in longer term risks Our Upstream calculations are based on the Group's total supply chain as a percentage of revenue within each river basin

Row 2

(3.2.1) Country/Area & River basin

United Kingdom of Great Britain and Northern Ireland

☒ Trent

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

☒ Downstream value chain

☒ Upstream value chain

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

12

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ 1-25%

(3.2.5) Number of facilities within downstream value chain exposed to water-related risk in this river basin

12

(3.2.6) Number of facilities in upstream value chain exposed to water-related risk in this river basin

346

(3.2.10) % organization's total global revenue that could be affected

Select from:

☒ 1-10%

(3.2.11) Please explain

The Group's construction sites are constantly changing so we have made an estimate of the total and percentage in a given year. They are all subject to water risks with the potential for financial and strategic impact. Lack of water on site (drought) poses a risk, as well as any flooding events that may occur. Some of the larger infrastructure jobs we carry out, have the potential to alter water courses/flood plains etc., resulting in longer term risks Our Upstream calculations are based on the Group's total supply chain as a percentage of revenue within each river basin

Row 3

(3.2.1) Country/Area & River basin

United Kingdom of Great Britain and Northern Ireland

☒ Other, please specify :Avon

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

☒ Downstream value chain

☒ Upstream value chain

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

26

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ 1-25%

(3.2.5) Number of facilities within downstream value chain exposed to water-related risk in this river basin

26

(3.2.6) Number of facilities in upstream value chain exposed to water-related risk in this river basin

891

(3.2.10) % organization's total global revenue that could be affected

Select from:

☒ 11-20%

(3.2.11) Please explain

The Group's construction sites are constantly changing so we have made an estimate of the total and percentage in a given year. They are all subject to water risks with the potential for financial and strategic impact. Lack of water on site (drought) poses a risk, as well as any flooding events that may occur. Some of the larger infrastructure jobs we carry out, have the potential to alter water courses/flood plains etc., resulting in longer term risks Our Upstream calculations are based on the Group's total supply chain as a percentage of revenue within each river basin

Row 4

(3.2.1) Country/Area & River basin

United Kingdom of Great Britain and Northern Ireland

☒ Other, please specify :Great Ouse

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

- ☒ Direct operations
- ☒ Downstream value chain
- ☒ Upstream value chain

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

6

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

- ☒ 1-25%

(3.2.5) Number of facilities within downstream value chain exposed to water-related risk in this river basin

6

(3.2.6) Number of facilities in upstream value chain exposed to water-related risk in this river basin

375

(3.2.10) % organization's total global revenue that could be affected

Select from:

- ☒ 1-10%

(3.2.11) Please explain

The Group's construction sites are constantly changing so we have made an estimate of the total and percentage in a given year. They are all subject to water risks with the potential for financial and strategic impact. Lack of water on site (drought) poses a risk, as well as any flooding events that may occur. Some of the larger infrastructure jobs we carry out, have the potential to alter water courses/flood plains etc., resulting in longer term risks Our Upstream calculations are based on the Group's total supply chain as a percentage of revenue within each river basin

Row 5

(3.2.1) Country/Area & River basin

United Kingdom of Great Britain and Northern Ireland

☒ Other, please specify :Medway

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

☒ Downstream value chain

☒ Upstream value chain

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

26

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ 1-25%

(3.2.5) Number of facilities within downstream value chain exposed to water-related risk in this river basin

26

(3.2.6) Number of facilities in upstream value chain exposed to water-related risk in this river basin

1000

(3.2.10) % organization's total global revenue that could be affected

Select from:

☒ 11-20%

(3.2.11) Please explain

The Group's construction sites are constantly changing so we have made an estimate of the total and percentage in a given year. They are all subject to water risks with the potential for financial and strategic impact. Lack of water on site (drought) poses a risk, as well as any flooding events that may occur. Some of the larger infrastructure jobs we carry out, have the potential to alter water courses/flood plains etc., resulting in longer term risks Our Upstream calculations are based on the Group's total supply chain as a percentage of revenue within each river basin

Row 6

(3.2.1) Country/Area & River basin

United Kingdom of Great Britain and Northern Ireland

☒ Other, please specify :Stour

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

☒ Downstream value chain

☒ Upstream value chain

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

37

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ 1-25%

(3.2.5) Number of facilities within downstream value chain exposed to water-related risk in this river basin

37

(3.2.6) Number of facilities in upstream value chain exposed to water-related risk in this river basin

1000

(3.2.10) % organization's total global revenue that could be affected

Select from:

☒ 11-20%

(3.2.11) Please explain

The Group's construction sites are constantly changing so we have made an estimate of the total and percentage in a given year. They are all subject to water risks with the potential for financial and strategic impact. Lack of water on site (drought) poses a risk, as well as any flooding events that may occur. Some of the larger infrastructure jobs we carry out, have the potential to alter water courses/flood plains etc., resulting in longer term risks Our Upstream calculations are based on the Group's total supply chain as a percentage of revenue within each river basin

Row 7

(3.2.1) Country/Area & River basin

United Kingdom of Great Britain and Northern Ireland

☒ Unknown

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

☒ Downstream value chain

☒ Upstream value chain

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

79

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ 26-50%

(3.2.5) Number of facilities within downstream value chain exposed to water-related risk in this river basin

79

(3.2.6) Number of facilities in upstream value chain exposed to water-related risk in this river basin

1000

(3.2.10) % organization's total global revenue that could be affected

Select from:

☒ 21-30%

(3.2.11) Please explain

The Group's construction sites are constantly changing so we have made an estimate of the total and percentage in a given year. They are all subject to water risks with the potential for financial and strategic impact. Lack of water on site (drought) poses a risk, as well as any flooding events that may occur. Some of the larger infrastructure jobs we carry out, have the potential to alter water courses/flood plains etc., resulting in longer term risks Our Upstream calculations are based on the Group's total supply chain as a percentage of revenue within each river basin

[Add row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

(3.3.1) Water-related regulatory violations

Select from:

☒ No

(3.3.3) Comment

Divisional risk registers highlight risks and mitigations embedded in day-to-day operations for which every employee has some responsibility. Significant risks are monitored via rigorous reporting and communicated to the Board and delegated authorities. No fines, enforcement orders, and/or other penalties for water-related regulatory violations were reported

[Fixed row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☒ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	Select from: <input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized
Forests	Select from: <input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized
Water	Select from: <input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☒ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☒ United Kingdom of Great Britain and Northern Ireland

(3.6.1.8) Organization specific description

We leverage our reputation as leaders in low-carbon construction and retrofitting and our designs and developments are frequently delivered to low-carbon accreditations (such as BREEAM, LEED and SKA) and incorporate green living spaces or eco-building designs. The scenario analysis also reveals that our climate risk management strategy reinforces and helps maximise climate opportunities. For example, investing in low-carbon design skillsets for our teams enables us to tackle operational and embedded carbon in our projects while also increasing our competitiveness. In 2024 we completed 163 sustainability accredited projects (2023:161). 28% of Construction's and 68% of Fit Out's 2024 revenue was generated from such projects.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☒ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term
- ☒ The opportunity has already had a substantive effect on our organization in the reporting year

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- ☒ Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

- ☒ High

(3.6.1.13) Effect of the opportunity on the financial position, financial performance and cash flows of the organization in the reporting period

In 2024 we completed 163 sustainability accredited projects (2023:161). Such projects accounted for 28% of Construction's and 68% of Fit Out's 2024 revenue. In 2024, Construction generated £1,044.1 million in revenue and Fit Out generated £1,1300.3 million

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

In 2024 we completed 163 sustainability accredited projects (2023:161). 28% of Construction's and 68% of Fit Out's 2024 revenue was generated from such projects. This is following a long-term historical trend we have witnessed over the last few years- a 40% increase since 2021. We anticipate the absolute and relative revenue associated with these projects to increase when more clients demand low carbon and sustainability accredited projects

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ Yes

(3.6.1.16) Financial effect figure in the reporting year (currency)

1176552000

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

1176552000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

1176552000

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

1176552000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

1176552000

(3.6.1.21) Anticipated financial effect figure in the long-term - minimum (currency)

1176552000

(3.6.1.22) Anticipated financial effect figure in the long-term – maximum (currency)

1176552000

(3.6.1.23) Explanation of financial effect figures

We leverage our reputation as leaders in low-carbon construction and retrofitting and our designs and developments are frequently delivered to low-carbon accreditations (such as BREEAM, LEED and SKA) and incorporate green living spaces or eco-building designs. The scenario analysis also reveals that our climate risk management strategy reinforces and helps maximise climate opportunities. For example, investing in low-carbon design skillsets for our teams enables us to tackle operational and embedded carbon in our projects while also increasing our competitiveness. In 2024 we completed 163 sustainability accredited projects

*(2023:161). 28% of Construction's and 68% of Fit Out's 2024 revenue was generated from such projects. This is following a long-term historical trend we have witnessed over the last few years- a 40% increase since 2021. We anticipate the absolute and relative revenue associated with these projects to increase when more clients demand low carbon and sustainability accredited projects. In 2024 we completed 163 sustainability accredited projects (2023:161). Such projects accounted for 28% of Construction's and 68% of Fit Out's 2024 revenue. In 2024, Construction generated 1,044.1 million in revenue and Fit Out generated 1,300.3 million. (28% * 1,044.1) + (68% * 1,300.3) = 1,176.5m*

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

As the financial effect figures indicate, the opportunities associated with a net zero transition is part of our ongoing business as usual operations. As such, costs are embedded and undistinguishable from general expenses. Separate cost to realize opportunity = 0

(3.6.1.26) Strategy to realize opportunity

In order to increase the portion of revenue generated from sustainability accredited and low carbon projects and therefore maximise the opportunities associated with the carbon transition our divisions pursue a multipronged approach. Firstly, we engage with clients to expand popularity and awareness of the added value associated with sustainability accredited and low carbon projects. For example, CarboniCa- our internal carbon measurement and reduction tool- completes a whole lifecycle assessment of a project and provides recommendations on either design changes or alternative materials that can be used to reduce environmental impact. This includes carbon emissions; water use and waste. Since 2021, Carbonica has resulted in over 48,000 tonnes in avoided emissions, on track to reach the ambitious target of 50,000 tonnes that was set for 2025. Secondly we engage with our suppliers to increase the production and inclusion of low carbon materials. Another approach to reducing embodied carbon is to incorporate the use of recycled materials in new designs as well as the use of biogenic or regenerative materials such as timber. This option has the added benefit of reducing waste, extending the lifecycle of materials after decommissioning, and supporting green jobs in the supply chain. Thirdly, We also expect that the Group will experience an increase in retrofitting opportunities, as clients opt to improve the existing built environment instead of demolishing and constructing new buildings and seek to improve the energy efficiency of existing buildings. Many of our projects include the installation of solar panels and other renewable energy technologies so that inhabitants can generate their own energy and we also complete projects to Passivhaus standards, which require space-related heating and cooling energy savings of up to 75% compared to the average new build. Our Partnership Housing division has also been an early adopter of the Future Homes Standard (FHS) which is due to come into effect in 2025. FHS aims to increase fuel conservation and ventilation in new homes to reduce their carbon emissions by 75%–80% compared to current standards. In preparation for the new regulation, the division is testing alternative electric heating systems for reliability, energy efficiency and affordability and the new designs include air source heat pumps, increased flooring and roof insulation, triple-glazed windows, improved air tightness, wastewater heat recovery.

Forests

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp1

(3.6.1.2) Commodity

Select all that apply

☒ Timber products

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☒ Regenerative production

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☒ United Kingdom of Great Britain and Northern Ireland

(3.6.1.8) Organization specific description

We leverage our reputation as leaders in low-carbon construction and retrofitting and our designs and developments are frequently delivered to low-carbon accreditations (such as BREEAM, LEED and SKA) and incorporate green living spaces or eco-building designs. The scenario analysis also reveals that our climate risk management strategy reinforces and helps maximise climate opportunities. For example, investing in low-carbon design skillsets for our teams enables us to tackle operational and embedded carbon in our projects while also increasing our competitiveness. In 2024 we completed 163 sustainability accredited projects (2023:161). 28% of Construction's and 68% of Fit Out's 2024 revenue was generated from such projects.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☒ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term
- ☒ The opportunity has already had a substantive effect on our organization in the reporting year

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- ☒ Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

- ☒ High

(3.6.1.13) Effect of the opportunity on the financial position, financial performance and cash flows of the organization in the reporting period

In 2024 we completed 163 sustainability accredited projects (2023:161). Such projects accounted for 28% of Construction's and 68% of Fit Out's 2024 revenue. In 2024, Construction generated £1,044.1 million in revenue and Fit Out generated £1,1300.3 million

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

In 2024 we completed 163 sustainability accredited projects (2023:161). 28% of Construction's and 68% of Fit Out's 2024 revenue was generated from such projects. This is following a long-term historical trend we have witnessed over the last few years- a 40% increase since 2021. We anticipate the absolute and relative revenue associated with these projects to increase when more clients demand low carbon and sustainability accredited projects

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ Yes

(3.6.1.16) Financial effect figure in the reporting year (currency)

1176552000

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

1176552000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

1176552000

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

1176552000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

1176552000

(3.6.1.21) Anticipated financial effect figure in the long-term - minimum (currency)

1176552000

(3.6.1.22) Anticipated financial effect figure in the long-term – maximum (currency)

1176552000

(3.6.1.23) Explanation of financial effect figures

We leverage our reputation as leaders in low-carbon construction and retrofitting and our designs and developments are frequently delivered to low-carbon accreditations (such as BREEAM, LEED and SKA) and incorporate green living spaces or eco-building designs. The scenario analysis also reveals that our climate risk management strategy reinforces and helps maximise climate opportunities. For example, investing in low-carbon design skillsets for our teams enables us to tackle operational and embedded carbon in our projects while also increasing our competitiveness. In 2024 we completed 163 sustainability accredited projects

*(2023:161). 28% of Construction's and 68% of Fit Out's 2024 revenue was generated from such projects. This is following a long-term historical trend we have witnessed over the last few years- a 40% increase since 2021. We anticipate the absolute and relative revenue associated with these projects to increase when more clients demand low carbon and sustainability accredited projects. In 2024 we completed 163 sustainability accredited projects (2023:161). Such projects accounted for 28% of Construction's and 68% of Fit Out's 2024 revenue. In 2024, Construction generated 1,044.1 million in revenue and Fit Out generated 1,300.3 million. (28% * 1,044.1) + (68% * 1,300.3) = 1,176.5m*

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

As the financial effect figures indicate, the opportunities associated with a net zero transition is part of our ongoing business as usual operations. As such, costs are embedded and undistinguishable from general expenses. Separate cost to realize opportunity = 0

(3.6.1.26) Strategy to realize opportunity

In order to increase the portion of revenue generated from sustainability accredited and low carbon projects and therefore maximise the opportunities associated with the carbon transition our divisions pursue a multipronged approach. Firstly, we engage with clients to expand popularity and awareness of the added value associated with sustainability accredited and low carbon projects. For example, CarboniCa- our internal carbon measurement and reduction tool- completes a whole lifecycle assessment of a project and provides recommendations on either design changes or alternative materials that can be used to reduce environmental impact. This includes carbon emissions; water use and waste. Since 2021, Carbonica has resulted in over 48,000 tonnes in avoided emissions, on track to reach the ambitious target of 50,000 tonnes that was set for 2025. Secondly we engage with our suppliers to increase the production and inclusion of low carbon materials. Another approach to reducing embodied carbon is to incorporate the use of recycled materials in new designs as well as the use of biogenic or regenerative materials such as timber. This option has the added benefit of reducing waste, extending the lifecycle of materials after decommissioning, and supporting green jobs in the supply chain. Thirdly, We also expect that the Group will experience an increase in retrofitting opportunities, as clients opt to improve the existing built environment instead of demolishing and constructing new buildings and seek to improve the energy efficiency of existing buildings. Many of our projects include the installation of solar panels and other renewable energy technologies so that inhabitants can generate their own energy and we also complete projects to Passivhaus standards, which require space-related heating and cooling energy savings of up to 75% compared to the average new build. Our Partnership Housing division has also been an early adopter of the Future Homes Standard (FHS) which is due to come into effect in 2025. FHS aims to increase fuel conservation and ventilation in new homes to reduce their carbon emissions by 75%–80% compared to current standards. In preparation for the new regulation, the division is testing alternative electric heating systems for reliability, energy efficiency and affordability and the new designs include air source heat pumps, increased flooring and roof insulation, triple-glazed windows, improved air tightness, wastewater heat recovery.

Water

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☒ Use of new technologies

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☒ United Kingdom of Great Britain and Northern Ireland

(3.6.1.6) River basin where the opportunity occurs

Select all that apply

☒ Thames

☒ Severn

(3.6.1.8) Organization specific description

We leverage our reputation as leaders in low-carbon construction and retrofitting and our designs and developments are frequently delivered to low-carbon accreditations and incorporate green living spaces or eco-building designs. The scenario analysis also reveals that our climate risk management strategy reinforces and helps maximise climate opportunities. In 2024 we completed 163 sustainability accredited projects (2023:161). 28% of Construction's and 68% of Fit Out's 2024 revenue was generated from such projects.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- ☒ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term
- ☒ The opportunity has already had a substantive effect on our organization in the reporting year

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- ☒ Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

- ☒ High

(3.6.1.13) Effect of the opportunity on the financial position, financial performance and cash flows of the organization in the reporting period

In 2024 we completed 163 sustainability accredited projects (2023:161). 28% of Construction's and 68% of Fit Out's 2024 revenue was generated from such projects

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

In 2024 we completed 163 sustainability accredited projects (2023:161). 28% of Construction's and 68% of Fit Out's 2024 revenue was generated from such projects. This is following a long-term historical trend we have witnessed over the last few years- a 40% increase since 2021. We anticipate the absolute and relative revenue associated with these projects to increase when more clients demand low carbon and sustainability accredited projects

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ Yes

(3.6.1.16) Financial effect figure in the reporting year (currency)

71400000

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

71400000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

71400000

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

71400000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

71400000

(3.6.1.21) Anticipated financial effect figure in the long-term - minimum (currency)

71400000

(3.6.1.22) Anticipated financial effect figure in the long-term – maximum (currency)

71400000

(3.6.1.23) Explanation of financial effect figures

*In 2024 our Infrastructure division generated 71.4 million from infrastructure construction and design, repair and maintenance services for wastewater. We are unable to forecast what the figure revenue could be and therefore take the conservative assumption that future figures will remain at 2023 levels at a minimum although an increase is very likely as a result of government demand for climate mitigation and adaptation projects. $100\% * 71.4 = 71.4m$*

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

As the financial effect figures indicate, the opportunities associated with a net zero transition is part of our ongoing business as usual operations. As such, costs are embedded and undistinguishable from general expenses. Separate cost to realize opportunity = 0

(3.6.1.26) Strategy to realize opportunity

In order to increase the portion of revenue generated from sustainability accredited and low carbon projects and therefore maximise the opportunities associated with the carbon transition our divisions pursue a multipronged approach. Firstly, we engage with clients to expand popularity and awareness of the added value associated with sustainability accredited and low carbon projects. For example, CarboniCa- our internal carbon measurement and reduction tool- completes a whole lifecycle assessment of a project and provides recommendations on either design changes or alternative materials that can be used to reduce environmental impact. This includes carbon emissions; water use and waste. Since 2021, Carbonica has resulted in over 48,000 tonnes in avoided emissions, on track to reach the ambitious target of 50,000 tonnes that was set for 2025. Secondly we engage with our suppliers to increase the production and inclusion of low carbon materials. Another approach to reducing embodied carbon is to incorporate the use of recycled materials in new designs as well as the use of biogenic or regenerative materials such as timber. This option has the added benefit of reducing waste, extending the lifecycle of materials after decommissioning, and supporting green jobs in the supply chain. Thirdly, We also expect that the Group will experience an increase in retrofitting opportunities, as clients opt to improve the existing built environment instead of demolishing and constructing new buildings and seek to improve the energy efficiency of existing buildings. Many of our projects include the installation of solar panels and other renewable energy technologies so that inhabitants can generate their own energy and we also complete projects to Passivhaus standards, which require space-related heating and cooling energy savings of up to 75% compared to the average new build. Our Partnership Housing division has also been an early adopter of the Future Homes Standard (FHS) which is due to come into effect in 2025. FHS aims to increase fuel conservation and ventilation in new homes to reduce their carbon emissions by 75%–80% compared to current standards. In preparation for the new regulation, the division is testing alternative electric heating systems for reliability, energy efficiency and affordability and the new designs include air source heat pumps, increased flooring and roof insulation, triple-glazed windows, improved air tightness, wastewater heat recovery.

[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:

☒ Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

1176552000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 21-30%

(3.6.2.4) Explanation of financial figures

In 2024 we completed 163 sustainability accredited projects (2022:161). Such projects accounted for 28% of Construction's 2024 revenue and 58% of Fit Out's 2024 revenue. In 2024 Fit Out generated 1,300.3 million and Construction generated 1,044.1 million. The summation of these revenue figures makes up our 2024 green financial figure related to climate change. This is also a portion of our overall 2024 revenue of 4.546 billion. This does not include revenue generated from retrofitting homes to PAS 2035 retrofitting standard through the government's Social Housing Decarbonisation Fund (SHDF). We are unable to project the future revenue figures and therefore take the conservative approach that the figures will remain comparable to those generated in 2024, although in reality this is likely to increase

Forests

(3.6.2.1) Financial metric

Select from:

☒ Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

1176552000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 21-30%

(3.6.2.4) Explanation of financial figures

In 2024 we completed 163 sustainability accredited projects (2022:161). Such projects accounted for 28% of Construction's 2024 revenue and 58% of Fit Out's 2024 revenue. In 2024 Fit Out generated 1,300.3 million and Construction generated 1,044.1 million. The summation of these revenue figures makes up our 2024 green financial figure related to climate change. This is also a portion of our overall 2024 revenue of 4.546 billion. This does not include revenue generated from retrofitting homes to PAS 2035 retrofitting standard through the government's Social Housing Decarbonisation Fund (SHDF). We are unable to project the future revenue figures and therefore take the conservative approach that the figures will remain comparable to those generated in 2024, although in reality this is likely to increase

Water

(3.6.2.1) Financial metric

Select from:

☒ Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

714000000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 1-10%

(3.6.2.4) Explanation of financial figures

In 2024 we completed 163 sustainability accredited projects (2022:161). Such projects accounted for 28% of Construction's 2024 revenue and 58% of Fit Out's 2024 revenue. In 2024 Fit Out generated 1,300.3 million and Construction generated 1,044.1 million. The summation of these revenue figures makes up our 2024 green financial figure related to climate change. This is also a portion of our overall 2024 revenue of 4.546 billion. This does not include revenue generated from retrofitting homes to PAS 2035 retrofitting standard through the government's Social Housing Decarbonisation Fund (SHDF). We are unable to project the future revenue figures and therefore take the conservative approach that the figures will remain comparable to those generated in 2024, although in reality this is likely to increase
[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☒ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☒ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☒ Executive directors or equivalent

☒ Non-executive directors or equivalent

☒ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☒ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

Our policy applies to the Group's senior management team which includes the Board, Board Committees, the Group management team and their direct reports. It sets out our targets including women making up at least 40% of the board (including those self-identifying as women), at least one of the senior board positions (Chair, Chief Executive Officer, Senior independent director or finance director) being a woman and women making up at least one third of the GMT. We will continue to ensure that at least one member of the Board is from a minority ethnic background. As required by the U.K Corporate Governance Code and Listing Rules, we will report on Board diversity in our annual report including how we are meeting our objectives to promote diversity on the Board and within the wider business

[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	Select from: <input checked="" type="checkbox"/> Yes
Forests	Select from: <input checked="" type="checkbox"/> Yes
Water	Select from: <input checked="" type="checkbox"/> Yes
Biodiversity	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- ☒ Chief Financial Officer (CFO)
- ☒ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☒ Board Terms of Reference

☒ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☒ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☒ Reviewing and guiding annual budgets

☒ Overseeing and guiding scenario analysis

☒ Overseeing the setting of corporate targets

☒ Monitoring progress towards corporate targets

☒ Overseeing and guiding value chain engagement

☒ Monitoring the implementation of the business strategy

☒ Overseeing reporting, audit, and verification processes

☒ Monitoring the implementation of a climate transition plan

☒ Overseeing and guiding the development of a business strategy

☒ Overseeing and guiding acquisitions, mergers, and divestitures

☒ Monitoring supplier compliance with organizational requirements

☒ Monitoring compliance with corporate policies and/or commitments

☒ Overseeing and guiding the development of a climate transition plan

☒ Approving corporate policies and/or commitments

☒ Overseeing and guiding public policy engagement

☒ Reviewing and guiding innovation/R&D priorities

☒ Approving and/or overseeing employee incentives

☒ Overseeing and guiding major capital expenditures

- ☒ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

The Chief Financial Officer is responsible for ESG and meets weekly with the ESG team to discuss ESG matters. The Board monitors the Group's progress against its science-based targets, including revalidation against a 1.5C (previously a well below 2C scenario) and extending net zero targets to include the total of our Scope 3 emissions (not just operational Scope 3) by 2045. In 2024 the responsible business committee was updated on the following: developments in CarboniCa, the group's in house carbon reduction and measurement tool; the work undertaken by the divisions to ensure Scope 1, 2 and operational Scope 3 net zero targets for 2030 will be met; engagement and collaboration with supply chain including carbon pledges for subcontractors to help manage wider Scope 3 emissions; how the Group is preparing for future regulatory climate reporting requirements; new initiatives the Group is involved in to adopt new technology to reduce carbon.

Forests

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- ☒ Chief Financial Officer (CFO)
- ☒ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- ☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- ☒ Board Terms of Reference
- ☒ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- ☒ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- ☒ Reviewing and guiding annual budgets
- ☒ Approving corporate policies and/or commitments
- ☒ Reviewing and guiding innovation/R&D priorities
- ☒ Approving and/or overseeing employee incentives
- ☒ Overseeing and guiding major capital expenditures
- ☒ Monitoring the implementation of the business strategy
- ☒ Overseeing and guiding the development of a business strategy
- ☒ Overseeing and guiding acquisitions, mergers, and divestitures
- ☒ Monitoring supplier compliance with organizational requirements
- ☒ Monitoring compliance with corporate policies and/or commitments

(4.1.2.7) Please explain

The Board has authorised investments for the Blenheim Estate woodland, Lakenheath Fen and Great North Bog restoration projects. In 2023 this included the completion of the last two woodlands at Blenheim Estate, bring the total to 270,000 trees. The Board was also notified that the project passed its annual carbon audit by Grown in Britain, which validates our credits with the Woodland Carbon Code, the Forestry Commission and the Department for Environment, Food & Rural Affairs, and will enable us to start issuing credits to offset annual emissions figures from 2030 onwards. The Board also reviews performance and monitors progress to deliver our Total Commitments which includes an increase in sustainable construction designs. In 2024, the Board have been updated on progress against woodland and biodiversity projects.

Water

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- ☒ Chief Financial Officer (CFO)
- ☒ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- ☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- ☒ Board Terms of Reference
- ☒ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- ☒ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- | | |
|---|--|
| <input checked="" type="checkbox"/> Reviewing and guiding annual budgets | <input checked="" type="checkbox"/> Monitoring the implementation of the business strategy |
| <input checked="" type="checkbox"/> Approving corporate policies and/or commitments | <input checked="" type="checkbox"/> Overseeing and guiding the development of a business strategy |
| <input checked="" type="checkbox"/> Reviewing and guiding innovation/R&D priorities | <input checked="" type="checkbox"/> Overseeing and guiding acquisitions, mergers, and divestitures |
| <input checked="" type="checkbox"/> Approving and/or overseeing employee incentives | |
| <input checked="" type="checkbox"/> Overseeing and guiding major capital expenditures | |

(4.1.2.7) Please explain

At least once a year, the Board considers the impact of environmental factors (including water) on our stakeholders as part of its strategic review and is responsible for overseeing our performance. The Board monitors the Group's progress against environmental targets. Ultimate responsibility for environment-related matters rests with the chief executive while the finance director is responsible for presenting the Group's performance and plans to external investors. Environmental related matters are also addressed by the following Board level committees: The responsible business committee assists the Board in fulfilling its oversight responsibilities in relation to environmental strategy, risk exposure and performance against targets. The responsible business committee also monitors how skills and resources are used to ensure compliance with Group environmental (including water) policies and makes recommendations to the Board of any changes considered necessary. The committee is made up of two non-executive directors (one of whom is the chair) and met three times in 2024, reporting to the Board after each meeting. The chief executive and company secretary also attend each meeting. The audit committee supports the Board in overseeing compliance with environmental reporting and considering water risks as part of the biannual review of principal and emerging risks.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- ☒ Chief Financial Officer (CFO)

- ☒ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- ☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- ☒ Board Terms of Reference
- ☒ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- ☒ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- | | |
|--|---|
| <input checked="" type="checkbox"/> Reviewing and guiding annual budgets | <input checked="" type="checkbox"/> Approving and/or overseeing employee incentives |
| <input checked="" type="checkbox"/> Overseeing the setting of corporate targets | <input checked="" type="checkbox"/> Overseeing and guiding major capital expenditures |
| <input checked="" type="checkbox"/> Monitoring progress towards corporate targets | <input checked="" type="checkbox"/> Monitoring the implementation of the business strategy |
| <input checked="" type="checkbox"/> Approving corporate policies and/or commitments | <input checked="" type="checkbox"/> Overseeing reporting, audit, and verification processes |
| <input checked="" type="checkbox"/> Reviewing and guiding innovation/R&D priorities | <input checked="" type="checkbox"/> Overseeing and guiding the development of a business strategy |
| <input checked="" type="checkbox"/> Overseeing and guiding acquisitions, mergers, and divestitures | |
| <input checked="" type="checkbox"/> Monitoring compliance with corporate policies and/or commitments | |

(4.1.2.7) Please explain

The Board monitors the Group's progress against its environmental targets. The Board has authorised investments for the Blenheim Estate woodland, Lakeland Fen and Great North Bog peatland restoration projects. Progress on these projects is monitored by the Board on an annual basis. The Board's responsible business committee monitors the implementation of the Group's environmental strategy and progress. In 2024 the committee was updated on the following biodiversity related

aspects: • how the Group is preparing for future regulatory reporting requirements on climate change and biodiversity; • new initiatives the Group is involved in to adopt new technology; and • the U.K biodiversity projects the Group has invested into, which have positive impacts on the environment. These updates are provided by the Director of Procurement & Sustainability, and the responsible business committee chair, will in turn, update the wider board after each meeting. IN 2024, the Board were updated on progress against woodland and biodiversity projects.
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☒ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☒ Consulting regularly with an internal, permanent, subject-expert working group

☒ Engaging regularly with external stakeholders and experts on environmental issues

☒ Integrating knowledge of environmental issues into board nominating process

☒ Having at least one board member with expertise on this environmental issue

☒ Other, please specify :One of our non-executive directors, who chairs the responsible business committee and held previous roles with National Grid Property providing them with insight into climate change and decarbonisation of infrastructure

(4.2.3) Environmental expertise of the board member

Experience

☒ Executive-level experience in a role focused on environmental issues

Forests

(4.2.1) Board-level competency on this environmental issue

Select from:

☒ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- ☒ Consulting regularly with an internal, permanent, subject-expert working group
- ☒ Engaging regularly with external stakeholders and experts on environmental issues
- ☒ Integrating knowledge of environmental issues into board nominating process

Water

(4.2.1) Board-level competency on this environmental issue

Select from:

☒ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- ☒ Consulting regularly with an internal, permanent, subject-expert working group
- ☒ Engaging regularly with external stakeholders and experts on environmental issues
- ☒ Integrating knowledge of environmental issues into board nominating process
- ☒ Other, please specify :One of our non-executive directors, who chairs the responsible business committee and held previous roles with National Grid Property and is a non-executive director at Southern Water Services Limited, providing them with insight into water.

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	Select from: <input checked="" type="checkbox"/> Yes
Forests	Select from: <input checked="" type="checkbox"/> Yes
Water	Select from: <input checked="" type="checkbox"/> Yes
Biodiversity	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☒ Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☒ Assessing environmental dependencies, impacts, risks, and opportunities

☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing engagement in landscapes and/or jurisdictions
- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing supplier compliance with environmental requirements
- ☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Measuring progress towards environmental science-based targets
- ☒ Setting corporate environmental policies and/or commitments
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Developing a climate transition plan
- ☒ Implementing a climate transition plan
- ☒ Managing annual budgets related to environmental issues
- ☒ Implementing the business strategy related to environmental issues
- ☒ Developing a business strategy which considers environmental issues
- ☒ Managing environmental reporting, audit, and verification processes
- ☒ Managing major capital and/or operational expenditures relating to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

Other

- ☒ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ Quarterly

(4.3.1.6) Please explain

The Chief Financial Officer (CFO) is responsible for leading our Responsible Business Strategy and is guided by the Group director of procurement and sustainability and ESG manager. As a decentralised organisation, the Board delegates to our divisions the implementation of our responsible business strategy and ensuring appropriate actions are taken to assess and manage our environmental dependencies, impacts, risks, and opportunities to the GMT. The CFO has supported the development of our ESG Strategy and carbon offsetting programme and has gained expertise through attendance at the Responsible Business Committee and weekly meetings with the ESG team. The CFO provides an quarterly updates of activities undertaken including to the Board's responsible business committee, and attends the Group's risk committee, as well as approving annual budgets and spending on environmental initiatives and approves all internal and external reports relating to ESG.

Forests

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☒ Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing engagement in landscapes and/or jurisdictions
- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing supplier compliance with environmental requirements
- ☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Setting corporate environmental policies and/or commitments

Strategy and financial planning

- ☒ Implementing the business strategy related to environmental issues
- ☒ Managing environmental reporting, audit, and verification processes
- ☒ Managing major capital and/or operational expenditures relating to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

(4.3.1.6) Please explain

The Chief Financial Officer (CFO) is responsible for leading our Responsible Business Strategy and is guided by the Group director of procurement and sustainability and ESG manager. As a decentralised organisation, the Board delegates to our divisions the implementation of our responsible business strategy and ensuring appropriate actions are taken to assess and manage our environmental dependencies, impacts, risks, and opportunities to the GMT. The CFO has supported the development of our ESG Strategy and carbon offsetting programme and has gained expertise through attendance at the Responsible Business Committee and weekly meetings with the ESG team. The CFO provides an quarterly updates of activities undertaken including to the Board's responsible business committee, and attends the Group's risk committee, as well as approving annual budgets and spending on environmental initiatives and approves all internal and external reports relating to ESG.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☑ Assessing environmental dependencies, impacts, risks, and opportunities
- ☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☑ Managing engagement in landscapes and/or jurisdictions
- ☑ Managing public policy engagement related to environmental issues
- ☑ Managing supplier compliance with environmental requirements
- ☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☑ Monitoring compliance with corporate environmental policies and/or commitments
- ☑ Measuring progress towards environmental corporate targets
- ☑ Setting corporate environmental policies and/or commitments

Strategy and financial planning

- ☑ Developing a climate transition plan
- ☑ Implementing a climate transition plan
- ☑ Managing annual budgets related to environmental issues
- ☑ Implementing the business strategy related to environmental issues
- ☑ Managing environmental reporting, audit, and verification processes
- ☑ Managing major capital and/or operational expenditures relating to environmental issues
- ☑ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

(4.3.1.6) Please explain

The Chief Financial Officer (CFO) is responsible for leading our Responsible Business Strategy and is guided by the Group director of procurement and sustainability and ESG manager. As a decentralised organisation, the Board delegates to our divisions the implementation of our responsible business strategy and ensuring appropriate actions are taken to assess and manage our environmental dependencies, impacts, risks, and opportunities to the GMT. The CFO has supported the development of our ESG Strategy and carbon offsetting programme and has gained expertise through attendance at the Responsible Business Committee and weekly meetings with the ESG team. The CFO provides an quarterly updates of activities undertaken including to the Board's responsible business committee, and attends the Group's risk committee, as well as approving annual budgets and spending on environmental initiatives and approves all internal and external reports relating to ESG.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☒ Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing engagement in landscapes and/or jurisdictions

- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing supplier compliance with environmental requirements
- ☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Setting corporate environmental policies and/or commitments

Strategy and financial planning

- ☒ Developing a climate transition plan
- ☒ Implementing a climate transition plan
- ☒ Implementing the business strategy related to environmental issues
- ☒ Developing a business strategy which considers environmental issues
- ☒ Managing environmental reporting, audit, and verification processes
- ☒ Managing major capital and/or operational expenditures relating to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

(4.3.1.6) Please explain

The Chief Financial Officer (CFO) is responsible for leading our Responsible Business Strategy and is guided by the Group director of procurement and sustainability and ESG manager. As a decentralised organisation, the Board delegates to our divisions the implementation of our responsible business strategy and ensuring appropriate actions are taken to assess and manage our environmental dependencies, impacts, risks, and opportunities to the GMT. The CFO has supported the

development of our ESG Strategy and carbon offsetting programme and has gained expertise through attendance at the Responsible Business Committee and weekly meetings with the ESG team. The CFO provides an quarterly updates of activities undertaken including to the Board's responsible business committee, and attends the Group's risk committee, as well as approving annual budgets and spending on environmental initiatives and approves all internal and external reports relating to ESG.

[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

0

(4.5.3) Please explain

The annual bonus of our CEO and CFO is based on one metric profit before tax (PBT) which is easy to measure and understand. Being a responsible business and demonstrating this to our clients is critical to generating profit and enables us to maximise opportunity. This includes all aspects of climate, water and responsible sourcing of timber and other materials and is embedded within our wider operations. As such, the remuneration committee reviews whether or not to introduce specific environmental, social and governance (ESG) metrics to the incentives for executive directors and did so again in 2024. The committee continues to recognise that ESG remains integral to the delivery of our strategy and long term success; however, it does not currently believe that introducing explicit ESG metrics to the incentives for the executive directors and the wider Group would have any material impact on their continuing to deliver against our Responsible Business strategy.*

Forests

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

0

(4.5.3) Please explain

The annual bonus of our CEO and CFO is based on one metric profit before tax (PBTA) which is easy to measure and understand. Being a responsible business and demonstrating this to our clients is critical to generating profit and enables us to maximise opportunity. This includes all aspects of climate, water and responsible sourcing of timber and other materials and is embedded within our wider operations. As such, the remuneration committee reviews whether or not to introduce specific environmental, social and governance (ESG) metrics to the incentives for executive directors and did so again in 2024. The committee continues to recognise that ESG remains integral to the delivery of our strategy and long term success; however, it does not currently believe that introducing explicit ESG metrics to the incentives for the executive directors and the wider Group would have any material impact on their continuing to deliver against our Responsible Business strategy.*

Water

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

0

(4.5.3) Please explain

The annual bonus of our CEO and CFO is based on one metric profit before tax (PBTA) which is easy to measure and understand. Being a responsible business and demonstrating this to our clients is critical to generating profit and enables us to maximise opportunity. This includes all aspects of climate, water and responsible sourcing of timber and other materials and is embedded within our wider operations. As such, the remuneration committee reviews whether or not to introduce specific environmental, social and governance (ESG) metrics to the incentives for executive directors and did so again in 2024. The committee continues to recognise that ESG remains integral to the delivery of our strategy and long term success; however, it does not currently believe that introducing explicit ESG metrics to the incentives for the executive directors and the wider Group would have any material impact on their continuing to deliver against our Responsible Business strategy.*
[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Other C-Suite Officer, please specify :Group Director of Procurement and Sustainability (DPS)

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Progress towards environmental targets

Strategy and financial planning

☒ Shift to a business model compatible with a net-zero carbon future

Emission reduction

☒ Implementation of an emissions reduction initiative

☒ Reduction in emissions intensity

☒ Reduction in absolute emissions

Resource use and efficiency

☒ Energy efficiency improvement

☒ Reduction in total energy consumption

☒ Improvements in commodity production efficiency

- ☑ Improvements in water efficiency – direct operations
- ☑ Improvements in emissions data, reporting, and third-party verification
- ☑ Improvements in water accounting, reporting, and third-party verification
- ☑ Improvements in commodity volume data collection, reporting and third-party verification/certification

Pollution

- ☑ Improvements in wastewater quality – direct operations
- ☑ Improvements in wastewater quality – downstream value chain (excluding direct operations)
- ☑ Increase in discharge treatment compliance and meeting regulatory requirements – direct operations

Policies and commitments

- ☑ Increased supplier compliance with environmental requirements
- ☑ New or tighter environmental requirements applied to purchasing practices

Engagement

- ☑ Increased engagement with suppliers on environmental issues
- ☑ Increased engagement with customers on environmental issues
- ☑ Increased engagement in landscape (including river basin) and jurisdictional initiatives
- ☑ Implementation of employee awareness campaign or training program on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Group director of procurement and sustainability (DPS) has responsibility for implementing and delivering the Group's net zero strategy and communicating with each division on how climate-related risks should be mitigated through day-to-day operations. This includes setting minimum standards and targets for improvement over the short and long term for each division and as such his performance-based remuneration is dependent upon realising the group's decarbonisation plans and science-based targets (absolute emission reduction target from a 2019 baseline). The DPS oversees reduction in overall energy, increasing energy efficiency, increasing recycling capabilities, procuring low carbon and responsibly sourced materials. This is determined by the Group chief financial officer, whom the DPS reports directly to and can make up to 20% of their base salary.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

This incentive contributes to reducing the Group's overall carbon emissions, across all scopes, through the setting of science-based targets, demonstrating considerable progress year on year, and advice on effective implementation of the net zero strategy to all divisions. This includes reducing emissions across the value chain via procuring low carbon and responsibly sourced materials, maximising low carbon and sustainability accredited designs, engaging with the supply chain partners to find low carbon alternatives and solutions. These are the ongoing key responsibility of the DPS and their ability to achieve the bonus is a reflection of progress against these objectives and responsibilities.

Forests

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Other C-Suite Officer, please specify :Group Director of Procurement and Sustainability (DPS)

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Progress towards environmental targets

☒ Reduction in absolute emissions in line with net-zero target

Strategy and financial planning

☒ Shift to a business model compatible with a net-zero carbon future

Emission reduction

☒ Implementation of an emissions reduction initiative

☒ Reduction in emissions intensity

- ☒ Increased share of renewable energy in total energy consumption
- ☒ Reduction in absolute emissions

Resource use and efficiency

- ☒ Eliminating deforestation and conversion of other natural ecosystems in direct operations and/or other parts of the value chain
- ☒ Improvements in commodity production efficiency
- ☒ Energy efficiency improvement
- ☒ Reduction in total energy consumption

Pollution

- ☒ Improvements in wastewater quality – direct operations
- ☒ Increase in discharge treatment compliance and meeting regulatory requirements – direct operations

Policies and commitments

- ☒ Increased supplier compliance with environmental requirements
- ☒ New or tighter environmental requirements applied to purchasing practices
- ☒ Increase in verified compliance with Deforestation and Conversion Free (DCF) policies and/or commitments

Engagement

- ☒ Increased engagement with suppliers on environmental issues
- ☒ Increased engagement with smallholders on environmental issues
- ☒ Increased engagement with customers on environmental issues
- ☒ Increased value chain visibility (traceability, mapping)
- ☒ Implementation of employee awareness campaign or training program on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Group director of procurement and sustainability (DPS) has responsibility for implementing and delivering the Group's net zero strategy and communicating with each division on how climate-related risks should be mitigated through day-to-day operations. This includes setting minimum standards and targets for improvement over the short and long term for each division and as such his performance-based remuneration is dependent upon realising the group's decarbonisation plans and science-based targets (absolute emission reduction target from a 2019 baseline). The DPS oversees reduction in overall energy, increasing energy efficiency, increasing recycling capabilities, procuring low carbon and responsibly sourced materials. This is determined by the Group chief financial officer, whom the DPS reports directly to and can make up to 20% of their base salary.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

This incentive contributes to reducing the Group's overall environmental impact (upstream, direct operations and downstream). This includes the responsible procurement of timber from our suppliers and increasing the proper recycling of timber (pallets) on site. This helps achieve our responsible business strategy and help our clients live more sustainably. We also recognise that responsible use of timber is a low carbon alternative to steel and therefore plays a crucial element of our decarbonisation strategy as we strive to increase the number and value of our sustainable projects. The DPS and their ability to achieve the bonus is a reflection of progress against these objectives and responsibilities.

Water

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Other C-Suite Officer, please specify :Group Director of Procurement and Sustainability (DPS)

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Progress towards environmental targets

☒ Reduction in absolute emissions in line with net-zero target

Strategy and financial planning

- ✓ Shift to a business model compatible with a net-zero carbon future

Emission reduction

- ✓ Implementation of an emissions reduction initiative
- ✓ Reduction in emissions intensity
- ✓ Increased share of renewable energy in total energy consumption
- ✓ Reduction in absolute emissions

Resource use and efficiency

- ✓ Improvements in commodity production efficiency
- ✓ Improvements in emissions data, reporting, and third-party verification
- ✓ Improvements in water accounting, reporting, and third-party verification
- ✓ Energy efficiency improvement
- ✓ Reduction in total energy consumption

Pollution

- ✓ Improvements in wastewater quality – direct operations
- ✓ Increase in discharge treatment compliance and meeting regulatory requirements – direct operations
- ✓ Increase in discharge treatment compliance and meeting regulatory requirements – downstream value chain (excluding direct operations)

Policies and commitments

- ✓ Increased supplier compliance with environmental requirements
- ✓ New or tighter environmental requirements applied to purchasing practices
- ✓ Increase in verified compliance with Deforestation and Conversion Free (DCF) policies and/or commitments

Engagement

- ✓ Increased engagement with suppliers on environmental issues
- ✓ Increased engagement with smallholders on environmental issues
- ✓ Increased engagement with customers on environmental issues
- ✓ Increased value chain visibility (traceability, mapping)
- ✓ Implementation of employee awareness campaign or training program on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

This incentive contributes to reducing the Group's overall environmental impact (upstream, direct operations and downstream) through the responsible use of water on site (measuring and management). This also includes engagement with suppliers and clients to successfully achieve sustainability accredited projects such as BREEAM which requires the responsible use of water. This is determined by the Group chief financial officer, whom the DPS reports directly to and can make up to 20% of their base salary.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

This incentive contributes to reducing the Group's overall environmental impact (upstream, direct operations and downstream). This includes the responsible use of water on site and increasing the installation of water efficiency technologies into the buildings, homes, and spaces we build. Water efficiency standards (consumption, monitoring, leak detection and water efficiency equipment) are also a requirement of many sustainability accredited projects such as BREEAM. This helps achieve our responsible business strategy and help our clients live more sustainably. We also recognise that responsible water management is a key component of our overarching decarbonisation plan and incorporating these elements into the role and responsibility of the DPS ensures this is achieved.

[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

- ☒ Climate change
- ☒ Forests
- ☒ Water
- ☒ Biodiversity

(4.6.1.2) Level of coverage

Select from:

- ☒ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain

(4.6.1.4) Explain the coverage

We have a multitude of policies that encompass our entire environmental management practices. A few select policies include (but are not limited to) our sustainable water policy, sustainable sourcing timber policy. Our water policy is Group wide and aims to support national drives to conserve supply and reduce water usage across all our operations. It outlines how we minimise our water footprint of our business, operations, and the buildings we build, refurbish or maintain is sustainable. Our Group Sustainable Sourcing Timber Policy ensures all timber products purchased for either temporary or permanent inclusion in our projects will be certified as legally and sustainably sourced, as defined by the UK Government Central Point of Expertise on Timber (CPET). The policy requires that we give preference to timber and timber fibre products from suppliers with independently certified Chain of Custody controls. The two principal schemes preferred by the Group are, in priority order, the (Forest) Stewardship Council "FSC" and the Programme for the Endorsement of Forest Certification "PEFC". We also have divisional policies outlining how we comply with biodiversity net gain requirements for all new sites and achieve a minimum at least 10% improvement as well as policies aimed at decarbonisation (e.g. group car scheme only allows for electric and hybrid car options, the preferential use of low carbon biofuels etc.)

(4.6.1.5) Environmental policy content

Environmental commitments

- ☒ Commitment to a circular economy strategy
- ☒ Commitment to comply with regulations and mandatory standards
- ☒ Commitment to take environmental action beyond regulatory compliance
- ☒ Commitment to implementation of nature-based solutions that support landscape restoration and long-term protection of natural ecosystems
- ☒ Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

- ☒ Commitment to 100% renewable energy
- ☒ Commitment to net-zero emissions

Forests-specific commitments

- ☒ Commitment to best management practices for soils and peat

Water-specific commitments

- ☒ Commitment to control/reduce/eliminate water pollution

Social commitments

- ☒ Commitment to respect internationally recognized human rights

Additional references/Descriptions

- ☒ Description of biodiversity-related performance standards
- ☒ Description of commodities covered by the policy
- ☒ Description of environmental requirements for procurement

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- ☒ Yes, in line with the Paris Agreement
- ☒ Yes, in line with Sustainable Development Goal 6 on Clean Water and Sanitation

(4.6.1.7) Public availability

Select from:

☒ Publicly available

(4.6.1.8) Attach the policy

MSG-Environmental-Policy-24.06.25-approved-by-Board.pdf

[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☒ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☒ Science-Based Targets Initiative (SBTi)

☒ Other, please specify :U.K Green Building Council; Supply Chain Sustainability School

(4.10.3) Describe your organization's role within each framework or initiative

We are a gold leaf (top tier) member of the U.K Green Building Council. The UK Green Building Council campaigns for a sustainable built environment. Their programme of work is about leading industry action on sustainability, building capacity within the sector and influencing government policy to enable green business to flourish. The UKGBC is a member of several review groups inputting to changes in building regulations and voluntary standards for low carbon buildings. Our Director of Sustainability and Procurement participates in UKGBC policy-making and provides input on sector-specific initiatives. The Group has previously signed up to and endorsed the Green Construction Board Infrastructure Carbon Review Strategy. We are also a member of the Supply Chain Sustainability School (SCSS) and have partnered with them to provide training and progress industry standards and practices. Over the course of 2024, 46,700 e-learning modules were completed by our supply chain members, and 576 suppliers attended training workshops. We were awarded Gold status (previously Silver) by the School, a reflection of our increasing involvement and active knowledge sharing.

[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☒ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☒ No, but we plan to have one in the next two years

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☒ No

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

We ensure our trade association engagements align with our environmental commitments and help support our decarbonisation trajectory through direct involvement and relationship building with other members. We are founding members of the Supply Chain Sustainability School which allows us to guide and monitor influence and our Director of Sustainability and Procurement participates in UK GBC, CIOB and Build UK workshops, group meetings, and provides input on sector-specific initiatives. We monitor commitments and positions taken by trade associations and only lend our name and involvement to those that we believe will generate positive outcomes and align with sustainable building practices

[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

- ☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

- ☒ Other global trade association, please specify :CIOB

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

- ☒ Climate change
☒ Forests
☒ Water

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

- ☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- ☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Our position is consisted with the CIOB, Build U.K, UK Green Building Council, CIRIA. The CIOB warns against short term policies, calling for holistic strategies to tackle some major 21st century challenges: reducing carbon emissions, protecting against climate change and creating flexible and longer-lasting structures that can be more easily adapted to the changing needs of generations. The CIOB Carbon Action 2050 (CA2050) group leads the Institute and its members in meeting the industry's regulatory targets under the Climate Change Act (2008). Membership of the working group includes designers, building control experts, educationalists, project managers and environmental specialists, reflecting the diversity of construction management professionals. The overall aim of the Group is to cut carbon emissions through innovation and best practice in project planning, procurement, design, construction, maintenance, operation, retrofit, education and leadership. The Group's targets align with these aspirations.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

20620

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

The funding outlined forms our membership fee to the organisation which supports them to carry out work and engagement which actively supports the environment.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Paris Agreement

☒ Sustainable Development Goal 6 on Clean Water and Sanitation

Row 2

(4.11.2.1) Type of indirect engagement

Select from:

- ☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Europe

- ☒ Other trade association in Europe, please specify :UK Green Building Council

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

- ☒ Climate change
☒ Forests

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

- ☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- ☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The UK Green Building Council campaigns for a sustainable built environment. Their programme of work is about leading industry action on sustainability, building capacity within the sector and influencing government policy to enable green business to flourish. The UKGBC is a member of several review groups inputting to changes in building regulations and voluntary standards for low carbon buildings.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

21640

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

The funding outlined forms our membership fee to the organisation which supports them to carry out work and engagement which actively supports the environment.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Paris Agreement

Row 3

(4.11.2.1) Type of indirect engagement

Select from:

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☒ Other global trade association, please specify :Build-UK

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☒ Climate change

☒ Forests

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

BUILD-UK, formerly the UKCG broadly supports the UK Governments position and statements on carbon reduction, working with industry to establish mechanisms and goals leading to an 80% reduction in emissions by 2050.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

25000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

The funding outlined forms our membership fee to the organisation which supports them to carry out work and engagement which actively supports the environment.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Paris Agreement

Row 4

(4.11.2.1) Type of indirect engagement

Select from:

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☒ Other global trade association, please specify :CIRIA

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☒ Climate change

☒ Forests

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

CIRIA is the construction industry research and information association that engages with policy groups, government sponsors and regulators, clients, consultants, contractors, and suppliers, which provides our members with a unique insight to new and emerging developments and the opportunity to influence policy and industry development. These initiatives align and help support the decarbonisation and responsible management of resources within the wider industry. This is critical to bring stakeholders along the journey and to increase minimum standards in order to educate clients, regulators, supply chain partners and other industry partners to influence behaviours and upskill green jobs

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

3300

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

The funding outlined forms our membership fee to the organisation which supports them to carry out work and engagement which actively supports the environment.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Paris Agreement

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☒ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☒ GRI

☒ TCFD

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☒ Climate change

- ☒ Forests
- ☒ Water
- ☒ Biodiversity

(4.12.1.4) Status of the publication

Select from:

- ☒ Complete

(4.12.1.5) Content elements

Select all that apply

- | | |
|---|--|
| <input checked="" type="checkbox"/> Strategy | <input checked="" type="checkbox"/> Value chain engagement |
| <input checked="" type="checkbox"/> Governance | <input checked="" type="checkbox"/> Dependencies & Impacts |
| <input checked="" type="checkbox"/> Emission targets | |
| <input checked="" type="checkbox"/> Emissions figures | |
| <input checked="" type="checkbox"/> Risks & Opportunities | |

(4.12.1.6) Page/section reference

Our responsible business strategy and annual updates, which are encompassed in our Total Commitments, is outlined in detail between page 38-51 of our 2024 annual report

(4.12.1.7) Attach the relevant publication

Morgan_Sindall_AR24-interactive.pdf

(4.12.1.8) Comment

We take a holistic approach to our sustainability reporting to demonstrate the interconnections between climate change, water, biodiversity, waste management and resourcing sourcing. This also includes our direct and indirect impacts and as such emphasises the stakeholder collaborations we undertake with our clients, community stakeholders, and supply chain partners. This approach and our annual progress are reflected in our five Total Commitments (Protecting People, Developing People, Improving the Environment, Working with our Supply Chain and Enhancing communities) and encompasses our responsible business strategy.

Row 2

(4.12.1.1) Publication

Select from:

- ☒ In voluntary communications

(4.12.1.3) Environmental issues covered in publication

Select all that apply

- ☒ Climate change
- ☒ Forests
- ☒ Water
- ☒ Biodiversity

(4.12.1.4) Status of the publication

Select from:

- ☒ Complete

(4.12.1.5) Content elements

Select all that apply

- ☒ Emissions figures
- ☒ Emission targets
- ☒ Deforestation and conversion footprint
- ☒ Water accounting figures
- ☒ Other, please specify :Waste and deforestation certification

(4.12.1.6) Page/section reference

Our annual responsible business data sheet provides our key performance indicators and metrics for how we monitor our performance towards our total commitments and targets.

(4.12.1.7) Attach the relevant publication

(4.12.1.8) Comment

Our annual responsible business data sheet provides our key performance indicators and metrics for how we monitor our performance towards our total commitments and targets.
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☒ Yes

(5.1.2) Frequency of analysis

Select from:

☒ Every three years or less frequently

Forests

(5.1.1) Use of scenario analysis

Select from:

☒ No, but we plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

☒ Not an immediate strategic priority

(5.1.4) Explain why your organization has not used scenario analysis

Developing robust scenarios demands significant investment in terms of time, personnel, and finances. We have an action to address this going forward.

Water

(5.1.1) Use of scenario analysis

Select from:

☒ Yes

(5.1.2) Frequency of analysis

Select from:

☒ Every three years or less frequently

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ IEA NZE 2050

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- ☒ Policy
- ☒ Market
- ☒ Liability
- ☒ Reputation
- ☒ Technology

- ☒ Acute physical
- ☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 1.5°C or lower

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2025
- ☒ 2030
- ☒ 2040
- ☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Changes to the state of nature
- ☒ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

- ☒ Consumer sentiment

Regulators, legal and policy regimes

☒ Global regulation

Relevant technology and science

☒ Other relevant technology and science driving forces, please specify :Changes to pricing of alternative/low carbon fuels and materials

Direct interaction with climate

☒ On asset values, on the corporate

☒ Perception of efficacy of climate regime

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

In 2023 we reviewed and updated our qualitative analysis consisting of two scenarios, the first aligning with the Paris Agreement (RCP2.6) and the second a 'business as usual' 4oC scenario (RCP8.6). Key assumptions outlining our process include the assumption that carbon prices increase gradually per year and are applied to Scopes 1 and 2 in the form of an additional annual tax payment to a regulatory body. We also assume that the U.K government ban the sale of new petrol/diesel cars and vans no later than 2030. We also assume that incorporating energy-efficient designs and materials increases the construction cost of a home (the range varies based on supply chain management and technologies), but that its energy-efficiency features would increase overall value by between 7% and 12%. This also includes the incorporation of water saving technologies into homes. For example, in preparation for the new regulation our partnership housing division built two trial homes at its Cornish Park, Spennymoor site to test alternative electric heating systems for reliability, energy efficiency and affordability. The trials were conducted in partnership with an external consultancy and Teesside University and included air source heat pumps, increased flooring and roof insulation, triple-glazed windows, improved air tightness, wastewater heat recovery and infrared heating and solar panels. The findings will help inform new cost-effective housing specifications and the Group's wider decarbonisation strategy. In a net zero scenario, UK energy bills remain high to incentivise decarbonisation, averaging at £3,000 per year. We continue to prioritise the procurement of low-carbon steel and, where possible, opt for timber frames as part of net zero designs to minimise the embodied carbon of projects. This means that while we can reduce a portion of our overall future steel consumption, we will still pay a premium for low-carbon steel. In a net zero scenario, our net zero commitments would require the absorption of fuel price (both HVO and diesel) increases in the short to medium term until electrification replaces demand.

(5.1.1.11) Rationale for choice of scenario

In 2023 we reviewed and updated our qualitative analysis consisting of two scenarios, the first aligning with the Paris Agreement (RCP2.6) and the second a 'business as usual' 4oC scenario (RCP8.6). We have selected the IEA net zero scenario as it provides the best comparable/cross industry data on carbon and energy prices. The scenario also guides or strategic thinking by illustrating significant regulatory and technological changes necessary to cut global emissions to sustain a 1.5 degree warming and as such, is the best indicator of the transition risks that might expose the group and its divisions. We have also opted for a high global warming scenario (4 degrees by the end of the century) to stress test potential consequences associated with the physical risks of climate change, and how this could impact operations and access to resources and services via our supply chain. We also consider client sentiment and demand (i.e., greater implementation of water saving technologies, use of low carbon materials including timber). The scenario also allows for long term planning, projecting impacts through to 2050 and aligns with our

net zero commitment to cut scopes 1, 2 and 3 by 2045. The contrast between the two scenarios therefore encompasses both transitional and physical risks, a long-term outlook and a wide range of potential outcomes in between that may in fact manifest in the medium to long term.

Water

(5.1.1.1) Scenario used

Climate transition scenarios

☒ IEA NZE 2050

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Policy

☒ Market

☒ Liability

☒ Reputation

☒ Technology

☒ Acute physical

☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 1.5°C or lower

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2025
- ☒ 2030
- ☒ 2040
- ☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

- ☒ Consumer sentiment
- ☒ Consumer attention to impact
- ☒ Impact of nature footprint on reputation

Regulators, legal and policy regimes

- ☒ Global regulation

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

In 2023 we reviewed and updated our qualitative analysis consisting of two scenarios, the first aligning with the Paris Agreement (RCP2.6) and the second a 'business as usual' 4oC scenario (RCP8.6). Key assumptions outlining our process include the assumption that carbon prices increase gradually per year and are applied to Scopes 1 and 2 in the form of an additional annual tax payment to a regulatory body. We also assume that the U.K government ban the sale of new petrol/diesel cars and vans no later than 2030. We also assume that incorporating energy-efficient designs and materials increases the construction cost of a home (the range varies based on supply chain management and technologies), but that its energy-efficiency features would increase overall value by between 7% and 12%. In a net zero scenario, UK energy bills remain high to incentivise decarbonisation, averaging at £3,000 per year. We continue to prioritise the procurement of low-carbon steel and, where possible, opt for timber frames as part of net zero designs to minimise the embodied carbon of projects. This means that while we can

reduce a portion of our overall future steel consumption, we will still pay a premium for low-carbon steel. In a net zero scenario, our net zero commitments would require the absorption of fuel price (both HVO and diesel) increases in the short to medium term until electrification replaces demand.

(5.1.1.11) Rationale for choice of scenario

In 2023 we reviewed and updated our qualitative analysis consisting of two scenarios, the first aligning with the Paris Agreement (RCP2.6) and the second a 'business as usual' 4oC scenario (RCP8.6). We have selected the IEA net zero scenario as it provides the best comparable/cross industry data on carbon and energy prices. The scenario also guides or strategic thinking by illustrating significant regulatory and technological changes necessary to cut global emissions to sustain a 1.5 degree warming and as such, is the best indicator of the transition risks that might expose the group and its divisions. We have also opted for a high global warming scenario (4 degrees by the end of the century) to stress test potential consequences associated with the physical risks of climate change, and how this could impact operations and access to resources and services via our supply chain. We also consider client sentiment and demand (i.e., greater implementation of water saving technologies, use of low carbon materials including timber). The scenario also allows for long term planning, projecting impacts through to 2050 and aligns with our net zero commitment to cut scopes 1, 2 and 3 by 2045. The contrast between the two scenarios therefore encompasses both transitional and physical risks, a long-term outlook and a wide range of potential outcomes in between that may in fact manifest in the medium to long term.

[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- ☒ Risk and opportunities identification, assessment and management
- ☒ Strategy and financial planning
- ☒ Resilience of business model and strategy
- ☒ Capacity building
- ☒ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

- ☒ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

Our scenario analysis has concluded that even in a slightly higher carbon tax net zero scenario, our forecast annual tax burden would not be material (>£3m per year). This is due to the deep decarbonisation efforts we have already made since setting our science-based targets in 2019. As such we will continue to pursue heavy decarbonisation. We also concluded that the new market value of energy-efficient homes (in a net zero scenario) would compensate the additional construction costs and the payback period for home users would be between four and six years. This means end users would ultimately save money when opting for a more energy-efficient home. However, homeowners already experiencing challenges in acquiring affordable mortgages may not be able to afford greener housing. Additional costs of net zero construction may be material and sway clients to prefer retrofitting existing buildings instead of new builds. We will need to maintain favourable pricing schemes and resilient supply chain management to control the additional costs that are ultimately passed on to consumers. Moreover, even when faced with significant diesel price increases (+100%), the additional costs do not reach materiality until the mid-2030s. This time frame provides sufficient time for technological advances in electric vehicles and machinery to be realised. The same percentage increase for hydrogenated vegetable oil (HVO) results in a material additional cost by 2028, which also provides sufficient time for electric generators and machinery to be adopted, hence reducing HVO demand overall. Our strategy of frontloading electrification (generators and cars) over the past few years provides resilience against future fuel price. Finally, as we are already procuring a high percentage of low-carbon steel, it is reasonable to expect that a decrease in price could offset any increase in procurement volume, resulting in a neutral or even beneficiary financial effect. As a result of the scenario analysis, we have reaffirmed that taking a wholistic approach to environment management (considering climate, water, biodiversity, waste management and increased recycling) will mitigate risks to the group while also maximising opportunities associated with increase demand for improving energy efficiency of homes and buildings, decarbonisation of infrastructure, and sustainability accredited and net zero new builds.

Water

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- ☒ Risk and opportunities identification, assessment and management
- ☒ Resilience of business model and strategy
- ☒ Capacity building

(5.1.2.2) Coverage of analysis

Select from:

- ☒ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

Our scenario analysis has concluded that even in a slightly higher carbon tax net zero scenario, our forecast annual tax burden would not be material (>£3m per year). This is due to the deep decarbonisation efforts we have already made since setting our science-based targets in 2019. As such we will continue to pursue

heavy decarbonisation. We also concluded that the new market value of energy-efficient homes (in a net zero scenario) would compensate the additional construction costs and the payback period for home users would be between four and six years. This means end users would ultimately save money when opting for a more energy-efficient home. However, homeowners already experiencing challenges in acquiring affordable mortgages may not be able to afford greener housing. Additional costs of net zero construction may be material and sway clients to prefer retrofitting existing buildings instead of new builds. We will need to maintain favourable pricing schemes and resilient supply chain management to control the additional costs that are ultimately passed on to consumers. Moreover, even when faced with significant diesel price increases (+100%), the additional costs do not reach materiality until the mid-2030s. This time frame provides sufficient time for technological advances in electric vehicles and machinery to be realised. The same percentage increase for hydrogenated vegetable oil (HVO) results in a material additional cost by 2028, which also provides sufficient time for electric generators and machinery to be adopted, hence reducing HVO demand overall. Our strategy of frontloading electrification (generators and cars) over the past few years provides resilience against future fuel price. Finally, as we are already procuring a high percentage of low-carbon steel, it is reasonable to expect that a decrease in price could offset any increase in procurement volume, resulting in a neutral or even beneficiary financial effect. As a result of the scenario analysis, we have reaffirmed that taking a holistic approach to environment management (considering climate, water, biodiversity, waste management and increased recycling) will mitigate risks to the group while also maximising opportunities associated with increase demand for improving energy efficiency of homes and buildings, decarbonisation of infrastructure, and sustainability accredited and net zero new builds.

[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☒ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

☒ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☒ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

As a construction and regeneration company the nature of our businesses means we do not directly generate revenue from the expansion of fossil fuel usage. Until commercially viable alternatives become mainstream and readily available, we must continue to procure diesel for the running of some generators on our project site although we are heavily switching to the use of more energy efficient machinery as well as using HVO as a biofuel alternative. HVO generates 90% less emissions compared to diesel and we are expanding its adoption across our site and via our supply chain. While our company car policies have eliminated petrol and diesel car options, the market for electric vans has yet to materialise and we recognise the technological limitations associated with vans since then the market for small and medium electric vans, as well as the electric charging infrastructure required to support their usage, is still not at the level of development to allow us to fully electrify its fleet. We continue to actively look at alternatives that will enable us to cease an indirect support for fossil fuel consumption via our purchases.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☒ We have a different feedback mechanism in place

(5.2.8) Description of feedback mechanism

We receive feedback from our stakeholders through multiple communication channels. This includes through the monitoring and changes in our ESG scores among the most common rating agencies, direct information requests from investors, employee surveys, frequent training workshops and meet the buyer events with our supply chain as well as through our continuous engagement with the supply chain sustainability school. We also receive annual feedback from our auditors regarding our climate disclosures, a key element of which is our transition plan.

(5.2.9) Frequency of feedback collection

Select from:

☒ Annually

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

Our transition plan, which is referenced in our Annual Report, outlines with the guidance of the Transition Plan Taskforce finalised by HM Treasury in October 2023. The transition plan is dependent on the following elements: - The availability of hydrogenated vegetable oil (HVO) as an alternative to diesel for generators and onsite use. Most of our fuel consumption on site comprises of HVO in 2024, for example partnership housing achieved an 98% usage on site (compared to 89% in 2023). HVO produces 90% less emissions compared to diesel. - The development of a market for small and medium electric vans, as well as the electric charging infrastructure required to support their usage as this is still not at the level of development to allow for the full electrification of our commercial fleet. -

Our supply chain partners pursuing decarbonisation to lower the embodied carbon of materials and clients continuing to demand sustainability accredited and low carbon builds to reduce operational emissions after hand over. We actively engage with our suppliers to pursue the development of alternative products and

improve carbon and environmental disclosures through environment product declarations (EPDs) and with our clients to understand the value of energy efficient and low carbon builds.

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

During the year, we continued to implement initiatives to reduce our direct emissions in line with our 2030 and 2045 science-based targets. Our Scope 1 and 2 emissions stem mainly from the use of bulk fuel for generators, cabins and construction machinery, purchased electricity, and emissions from our company fleet. By the end of 2024, we had achieved a 44% reduction in Scope 1 and 2 emissions against a 2019 baseline. While our absolute year-on-year emissions increased marginally by 1% to 11,684 tonnes CO₂e (2023: 11,430 tonnes CO₂e), we have continued to improve our operational efficiency, reducing our carbon intensity by 7% from 2023 and by 62% since 2019. We remain on track to deliver our 60% reduction target by 2030. In 2024, we increased the number of electric and hybrid vehicles in the Group fleet to 72% (2023: 64%). Electric-only vehicles make up over a third of our fleet, which means we remain on track to transition to a fully electric fleet by 2045. To drive consistent action across the Group, we conducted internal decarbonisation site audits in 2024. These assessments will help to accelerate progress towards our net zero ambitions through targeted initiatives such as the deployment of new energy-monitoring systems, switching to renewable energy tariffs, introducing more efficient machinery and increasing our use of alternative fuels such as hydrotreated vegetable oil over white diesel. We also increased our internal carbon charge to £90 per tonne of CO₂e emitted to encourage our divisions to take consistent steps to decarbonise their activities (2023: £70 per tonne). One of the most effective ways we can combat climate change is by empowering our clients not only to reduce emissions but also to actively avoid them by making more sustainable choices. In 2024, we continued to promote our RICS-approved CarboniCa intelligence tool to help our teams, clients, designers and supply chain partners identify ways to map and reduce project emissions, including embodied carbon. This industry-leading software undertakes a Whole Life Carbon Assessment to highlight the most carbon-intensive elements of a project and recommend lower-carbon alternatives. Throughout the year, we also continued to work with clients and suppliers to reduce embodied carbon through services such as post-occupancy evaluations. To drive further environmental action across our value chain, we became Madaster UK Pioneers in 2024. This will enable us to influence the development of 'material passports' that store all information about a material and Environmental Product Declarations (EPDs) that deliver improved environmental outcomes across the industry. During the year, we continued to deliver affordable housing projects and solutions aligned to best-practice built environment frameworks and standards. We continue to promote retrofit and fit out projects that reduce the energy consumption of existing buildings, and increased the amount of waste diverted from landfill in 2024.

(5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

101390_Morgan_Sindall_Transition_Plan_2024_240917.pdf

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

- ☒ Forests
- ☒ Plastics
- ☒ Water
- ☒ Biodiversity

(5.2.14) Explain how the other environmental issues are considered in your climate transition plan

While our focus is on decarbonising our projects, carbon offsets have a role to play in tackling residual emissions. We invest only in high-quality offsets located in the UK that will enhance biodiversity and contribute to healthier living for local communities. The Group has formed a partnership with the Royal Society for the Protection of Birds (RSPB) to help them restore peatland from existing farmland at Lakenheath Fen on the Norfolk/Suffolk border. Our investment has enabled the RSPB to buy ploughed fields the size of 81 football pitches and convert them into a peat-rich, biodiverse wetland. RSPB can now extend the habitat they've already created for a range of birds. Wetlands are a critical habitat for bitterns, which not too long ago were on the verge of extinction. In addition to Lakenheath, we have invested in the Great North Bog, a peatland restoration initiative in northern England. The project covers 7,000 sq km of upland peat with the capability of storing up to 400m tonnes CO2 e. An estimated 80% of peatlands are now damaged and emit over 20m tonnes of carbon a year. The initiative will in time cut UK peatland carbon emissions by c3.7m tonnes per year, a reduction of nearly 20%. Ecological benefits will include slowing the flow of water to help mitigate flooding in towns and cities downstream, reducing sediment in rivers to provide clean drinking water for millions, and supporting a range of wildlife.

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☒ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☒ Products and services

☒ Upstream/downstream value chain

☒ Investment in R&D

☒ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change
- ☒ Forests
- ☒ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Client demand for low carbon/net zero and sustainability accredited projects has increased and as a result we are delivering a high number of BREEAM,,LEED, SKA or other industry-relevant sustainability ratings. In 2023 this comprised of 163 completed projects (2023:161). In addition to carbon, these projects specific high standards regarding waste management, water recycling, air quality, and pollution. In 2024 28% of Construction's revenue and 68% of Fit Out's revenue generated from sustainability-accredited projects. We have also completed over 1,200 retrofitting homes in 2024 as we anticipate an increase demand in energy efficiency of buildings as 40% of the U. Ks emissions are associated with the built environment. In 2023, CarboniCa, our carbon reduction tool, was aligned with the BREEAM rating system, thereby widening its scope of application and credibility and enabling our project teams to drive carbon reduction and complete BREEAM evaluations simultaneously. We have received a £1m innovation grant from the government to apply artificial intelligence capabilities to CarboniCa and develop predictive algorithms that would speed up whole-life carbon assessments and reduce CarboniCa maintenance and run times by 85%, saving an estimated £33.8m of employee time over a five-year period. We have also signed up Madaster as part of our effort to lead towards more circular construction.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change
- ☒ Forests
- ☒ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

We will require substantial intervention by our supply chain to achieve our Scope 3 science-based target reductions. This will mean collaborating with our suppliers to improve data collection processes, make low-carbon materials more economical and readily available, design innovative solutions, and form links between suppliers to support a circular economy by reusing existing materials and reducing waste. We partner with the SCSS to provide training and progress industry standards and practices. Over the course of 2024, 46,700 e-learning modules were completed by our supply chain members, and 576 suppliers attended training workshops. These educational initiatives are valued at over £1.3m. We were awarded Gold status (previously Silver) by the School, a reflection of our increasing involvement and active knowledge sharing. In 2023 we entered into a partnership with major contractors and suppliers to assist construction technology provider Causeway Technologies in its new project to develop automated Scope 3 emission reporting, whereby invoices are used to calculate embodied carbon in real time. Infrastructure, as part of its decarbonisation strategy with suppliers, has established a process for collecting environmental product declarations (EPDs) which are verified by the BRE (Building Research Establishment) and provide quantified data on carbon emissions associated with different materials and services. The EPDs are fed into our CarboniCa carbon reduction tool to help refine the assumptions made. The division has also adopted a new electronic tendering platform which provides suppliers with an easier tendering process and enables the division to ask specific questions about candidates' carbon and sustainability performance credentials. The division also underwent a significant assessment to improve its Scope 3 accounting (see case study left) and its 'carbon materials tracker' which it developed in 2022 to track Scope 3 emissions from materials on its projects. Fit Out has rolled out a discount scheme for suppliers to obtain EPDs on their products to encourage more transparency and disclosure. Finally, Fit Out has begun to develop a Sustainable Credentials Record, a database of the sustainability credentials of materials as set against LEED (Leadership in Energy and Environmental Design), BREEAM, WELL, SKA and other carbon standards. This will help the division's design teams identify and engage with suppliers whose products match the standards' criteria.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change

☒ Forests

☒ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Heating and powering the built environment accounts for 40% of the UK's energy use. Partnership Housing is an early adopter of the Future Homes Standard (FHS) which is due to come into effect in 2025. FHS aims to increase fuel conservation and ventilation in new homes to reduce their carbon emissions by 75%–80% compared to current standards. In preparation for the new regulation, the division built two trial homes at its Cornish Park, Spennymoor site to test alternative electric heating systems for reliability, energy efficiency and affordability. The trials were conducted in partnership with an external consultancy and Teesside University and included air source heat pumps, increased flooring and roof insulation, triple-glazed windows, improved air tightness, wastewater heat recovery and infrared heating and solar panels. The findings will help inform new cost-effective housing specifications and the Group's wider decarbonisation strategy. Construction took part in one of the world's largest trials to investigate a simple, low-cost method of introducing graphene to industrial-scale cement production. The trial is supported by the government's Transforming Foundation Industries programme, and the consortium conducting the trial included Breedon Cement and the University of Manchester. Initial data has already been analysed and graphene-enhanced cement has been found to offset CO₂ e and demonstrate potential mechanical benefits, even at graphene loading levels of less than 0.06%. Around 2,000 tonnes of graphene-enhanced cement has been produced through the trial, marked for use in real-world demonstrations conducted by the division.

Operations

(5.3.1.1) Effect type

Select all that apply

☒ Risks

☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☒ Climate change

☒ Forests

☒ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

While Scope 1 and 2 emissions relate to our own business operations, such as our buildings and vehicle fleet, over 90% of our emissions are generated through our projects. Some of these emissions are operational Scope 3, such as business travel and waste management, but the majority are wider Scope 3 emissions, including embodied carbon and the operation of buildings after handover to the client. Nevertheless, we address our own business operational emissions by reducing our business travel where possible, providing employees with access to a salary sacrifice scheme for purchasing electric vehicles, particularly where they use their personal cars for business purposes; reducing electricity consumption from non-green sources and introducing a new waste management system. In 2024, Construction & Infrastructure achieved 50 diesel-free sites, with 52% of fuel across all sites renewable biodiesel. The division introduced a project sustainability charter, setting ambitious sustainability targets agreed with the client. The charter is mandatory on all new projects, and project teams are supported by the division's environmental champions, simple 'how to' guides for reducing carbon and waste, and an online resource where they can review progress and log any relevant actions. As at the year end, the charter had been established for use on 60 projects. Construction also set up a data collection system to report its monthly net zero performance. The data, shared across all regions, highlights challenges that need addressing as well as where the division can have the biggest positive impacts. Infrastructure achieved PAS 2080 certification for Carbon Management in Infrastructure. The division invested in 10 battery-run mobile welfare units, and its plant team produced the first in a series of best practice documents on sustainable and innovative transport, plant, equipment and site welfare solutions and standards. BakerHicks completed the installation of 16 electric vehicle chargers for use at its Motherwell office, having conducted extensive supplier research and designed and managed the installation. The business is looking to install similar chargers at its offices in Warwick and Salford Quays.

[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

- | | |
|---|--|
| <input checked="" type="checkbox"/> Assets | <input checked="" type="checkbox"/> Capital allocation |
| <input checked="" type="checkbox"/> Revenues | <input checked="" type="checkbox"/> Capital expenditures |
| <input checked="" type="checkbox"/> Direct costs | |
| <input checked="" type="checkbox"/> Indirect costs | |
| <input checked="" type="checkbox"/> Access to capital | |

(5.3.2.2) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

- ☒ Climate change
- ☒ Forests
- ☒ Water

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

REVENUE: Our Infrastructure division anticipates increased revenues from climate change adaptation projects such as flood resilience projects. 28% of Construction and 68% of Fit Out's 2024 revenue came from sustainability certified construction. Muse anticipates a growing market in Net Zero buildings. We have seen a significant increase in demand from clients for environmentally certified construction, including net zero. We completed a record 163 certified projects in 2024. DIRECT COSTS: We anticipate increased construction costs in order to meet increased regulatory requirements for energy efficient buildings and changes to operations to achieve low carbon objectives during operational phases. On recent major construction projects, there has been increased interest in measuring carbon emissions, and we are seeing requests from clients to reduce the tonnage of embodied carbon, all of which has to be factored into the financial planning process for projects over the short to medium term. Tackling climate change issues has both positive and negatives impacts on operating costs in the short to medium term. Examples where operating costs are being impacted and factored into financial planning, in the medium term, include: • Embedding carbon reduction activities into people's job roles, rather than relying on individual experts helps to save money across the Group; • Activities around ESOS • Lowering on-site accommodation costs through reducing fuel consumption; • Mitigating against price increases for high volume components such as steel, and impacts on the cost of bricks and concrete blocks; • Planning for more green specifications on products; • Planning investments in vehicle trackers and behavioural training for drivers to reduce fuel costs. • We have had to plan for and balance price increases for materials by reducing our carbon/energy costs to mitigate this. INDIRECT COSTS: The Group anticipates potential changes to carbon pricing, which could be realised as a tax on emissions. For example, the UK Carbon Boarder Adjustment Mechanism would result in an indirect carbon price increase to energy intensive industries such as steel and concrete, which could be realised as an increase indirect costs. CAPITAL EXPENDITURES AND ASSETS: Further investment in carbon-offsetting projects such as investment in UK based woodland projects may be required to offset residual emissions (medium-long term). In add
[Add row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Methodology or framework used to assess alignment with your organization's climate transition
	<i>Select from:</i> <input checked="" type="checkbox"/> Yes	<i>Select all that apply</i> <input checked="" type="checkbox"/> Other methodology or framework

[Fixed row]

(5.4.1) Quantify the amount and percentage share of your spending/revenue that is aligned with your organization's climate transition.

Row 1

(5.4.1.1) Methodology or framework used to assess alignment

Select from:

☒ Other, please specify :FTSE Green Revenues Index

(5.4.1.5) Financial metric

Select from:

☒ Revenue/Turnover

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

1363860000

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

30

(5.4.1.8) Percentage share of selected financial metric planned to align in 2025 (%)

(5.4.1.9) Percentage share of selected financial metric planned to align in 2030 (%)

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization's climate transition

The Group has also considered different ways in which to approach quantifying climate-related opportunities. For its 2024 TCFD, the Group aligned with the FTSE Russell Green Revenues Data Model as the Group has been providing this data to FTSE since 2021. The disclosed data is used for index families such as FTSE green revenue and FTSE global climate index series. The quantitative figures provided are as follows • Revenue from providing infrastructure construction and design, repair and maintenance services for wastewater treatment facilities and sewerage networks • Revenue from providing engineering and construction services for railway infrastructure • Revenue from providing refurbishment services for reducing energy consumption for buildings, as well as consultancy services for BREEAM, LEED, or Ska buildings certification

[Add row]

(5.5) Does your organization invest in research and development (R&D) of low-carbon products or services related to your sector activities?

(5.5.1) Investment in low-carbon R&D

Select from:

☒ Yes

(5.5.2) Comment

Investment in low-carbon R&D: 1. Development of a carbon calculator to measure the carbon footprint of buildings in terms of both emissions and the embodied carbon of building materials. Developed inhouse by an expert in carbon modelling, and independently verified to the RICS standard by engineering and design consultancy Arup, the tool highlights elements in the design that will result in higher emissions and suggests lower-carbon alternatives for the client, designer and supply chain to consider. In 2023, CarboniCa was used on 218 new projects the Group. At the year end, Construction was using CarboniCa on 77% of live projects over £10m and 59% of all projects. 2. In preparation for the new Future Homes Standard (FHS) regulation, the division built two trial homes at its Cornish Park, Spennymoor site to test alternative electric heating systems for reliability, energy efficiency and affordability. The trials were conducted in partnership with an external consultancy and Teesside University and included air source heat pumps, increased flooring and roof insulation, triple-glazed windows, improved air tightness, wastewater heat recovery and infrared heating and solar panels. The findings will help inform new cost-effective housing specifications and the Group's wider

decarbonisation strategy. 3. 10 Tonne Challenge: Construction has set its teams a challenge to work with their supply chain partners to find ways of reducing carbon on their projects by at least 10 tonnes. Since 2021, the scheme has resulted in over 48,000 tonnes in avoided emissions, surpassing the target of 50,000 tonnes that was set for 2025. The initiative has generated a wealth of information on ways to reduce carbon, including 154 case studies, which Construction has distilled into points of focus for discussing carbon reduction with suppliers on future projects. 4. Infrastructure has rolled out its new waste desk (piloted in 2022). Through the new system, the division has gained insight into tonnage waste breakdowns, landfill diversion and raise-in time notifications, and has been able to monitor how efficiently waste containers and skips are being used on site. Most importantly, the waste desk includes a monetisation tracker, applying a monetary and carbon cost to generated waste. 5. In 2023 we entered into a partnership with major contractors and suppliers to assist construction tec

[Fixed row]

(5.5.6) Provide details of your organization's investments in low-carbon R&D for real estate and construction activities over the last three years.

Row 1

(5.5.6.1) Technology area

Select from:

☒ Other, please specify :Whole life carbon data tool

(5.5.6.2) Stage of development in the reporting year

Select from:

☒ Applied research and development

(5.5.6.3) Average % of total R&D investment over the last 3 years

30

(5.5.6.4) R&D investment figure in the reporting year (unit currency as selected in 1.2) (optional)

30

(5.5.6.5) Average % of total R&D investment planned over the next 5 years

80

(5.5.6.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

While Scope 1 and 2 emissions relate to our own business operations, such as our buildings and vehicle fleet, over 90% of our emissions are generated through our projects. Some of these emissions are operational Scope 3, such as business travel and waste management, but the majority are wider Scope 3 emissions, including embodied carbon and the operation of buildings after handover to the client. Consequently, the vast majority of our low carbon R&D focuses on tackling the embodied and operational carbon associated with our projects. Our carbon reduction tool, CarboniCa, assesses the potential emissions of a project early in the design stage, including carbon embodied in the materials and projected emissions throughout the building's life cycle. The tool highlights elements that will result in higher emissions and suggests lower-carbon alternatives for our teams, the client, designer, and supply chain to consider. A climate fund in the Construction business is accrued monthly and ring-fenced for climate transition related investments. This currently includes £300,000 to seed fund place-based Just Transition initiatives and £75,000 for community nature improvement.

[Add row]

(5.9) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

(5.9.1) Water-related CAPEX (+/- % change)

0

(5.9.2) Anticipated forward trend for CAPEX (+/- % change)

0

(5.9.3) Water-related OPEX (+/- % change)

5

(5.9.4) Anticipated forward trend for OPEX (+/- % change)

10

(5.9.5) Please explain

CAPEX remained the same compared to the previous reporting year, as no water CAPEX was planned, beyond what we are delivering for clients on projects OPEX.
We anticipate an increase due to increase in cost of water and revenue
[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Environmental externality priced
	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Carbon

[Fixed row]

(5.10.1) Provide details of your organization's internal price on carbon.

Row 1

(5.10.1.1) Type of pricing scheme

Select from:

☒ Internal fee

(5.10.1.2) Objectives for implementing internal price

Select all that apply

- ☒ Navigate regulations
- ☒ Drive energy efficiency
- ☒ Set a carbon offset budget
- ☒ Drive low-carbon investment
- ☒ Identify and seize low-carbon opportunities
- ☒ Influence strategy and/or financial planning
- ☒ Setting and/or achieving of climate-related policies and targets
- ☒ Incentivize consideration of climate-related issues in decision making

(5.10.1.3) Factors considered when determining the price

Select all that apply

- ☒ Benchmarking against peers
- ☒ Cost of required measures to achieve climate-related targets
- ☒ Price with substantive impact on business decisions
- ☒ Scenario analysis

(5.10.1.4) Calculation methodology and assumptions made in determining the price

We have had an internal carbon charge since 2021 and this is increased on an annual basis. The price is set by the CFO, GMT and Director of Procurement and Sustainability and takes into consideration the key drivers of emissions generated from operations and the behavioural changes necessary to progress against our science-based targets. The aim of the internal carbon price is to be robust enough to influence strategic decisions to decarbonise as well as the costs associated with offset projects. Our current prices remain significantly higher than global averages which is a direct result of our ongoing scenario analysis. For example, in 2024 we set our internal carbon price to £90 per tonne of CO₂e. This is much higher than the International Energy Agency's (IEA) proposed carbon prices from both the announced policies and net zero scenarios for advanced economies (£23 and £24 progressing annually to £149/£181 by 2045).

(5.10.1.5) Scopes covered

Select all that apply

- ☒ Scope 1
- ☒ Scope 2

(5.10.1.6) Pricing approach used – spatial variance

Select from:

- ☒ Uniform

(5.10.1.8) Pricing approach used – temporal variance

Select from:

- ☒ Evolutionary

(5.10.1.9) Indicate how you expect the price to change over time

Our internal carbon price applies to operational emissions, the price is determined by the CFO, GMT and Director of Procurement and Sustainability, the objective is to generate funding for net zero transition investments required to meet the Group's net zero targets. This covers the direct emissions of each division. Price began at £35 and was increased to £50 in 2022, £70 in 2023, £90 in 2024 and will be increased to £110 in 2025 and £130 in 2026. We anticipate the internal carbon price to increase year on year and to follow the same trajectory as it has historically, increasing substantially each year to further drive decarbonisation among the divisions.

(5.10.1.10) Minimum actual price used (currency per metric ton CO2e)

90

(5.10.1.11) Maximum actual price used (currency per metric ton CO2e)

90

(5.10.1.12) Business decision-making processes the internal price is applied to

Select all that apply

- ☒ Capital expenditure
- ☒ Operations
- ☒ Procurement
- ☒ Opportunity management
- ☒ Value chain engagement

(5.10.1.13) Internal price is mandatory within business decision-making processes

Select from:

- ☒ No

(5.10.1.14) % total emissions in the reporting year in selected scopes this internal price covers

100

(5.10.1.15) Pricing approach is monitored and evaluated to achieve objectives

Select from:

- ☒ Yes

(5.10.1.16) Details of how the pricing approach is monitored and evaluated to achieve your objectives

Our internal carbon price is determined and monitored by the CFO, GMT and Director of Procurement and Sustainability, the objective is to generate funding for net zero transition investments required to meet the Group's net zero targets. The price is reviewed on an annual basis.

[Add row]

(5.11) Do you engage with your value chain on environmental issues?

Suppliers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ Yes

(5.11.2) Environmental issues covered

Select all that apply

☒ Climate change

☒ Forests

☒ Water

☒ Plastics

Smallholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ No, and we do not plan to within the next two years

(5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

☒ Other, please specify :the Group is removed from production facilities by an extended supply chain and can only influence good forestry practice via this and through purchasing decisions. It is not reasonable or practical for the Group to develop direct relationships.

(5.11.4) Explain why you do not engage with this stakeholder on environmental issues

The Group purchases timber through suppliers and is removed from production facilities by an extended supply chain and can only influence good forestry practice via this and through purchasing decisions. It is not reasonable or practical for the Group to develop direct relationships with any producers.

Customers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ Yes

(5.11.2) Environmental issues covered

Select all that apply

☒ Climate change

☒ Forests

☒ Water

☒ Plastics

Investors and shareholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ Yes

(5.11.2) Environmental issues covered

Select all that apply

☒ Climate change

- ☒ Forests
- ☒ Water
- ☒ Plastics

Other value chain stakeholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

- ☒ Yes

(5.11.2) Environmental issues covered

Select all that apply

- ☒ Climate change
- ☒ Forests
- ☒ Water
- ☒ Plastics

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

- ☒ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

- ☒ Contribution to supplier-related Scope 3 emissions

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

- ☒ 26-50%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

The threshold is determined by the supplier or component's contribution to a project's net-zero or low carbon emissions. During 2020, we introduced CarboniCa, a carbon reduction tool that calculates building carbon footprints and lifecycle emissions and suggests alternative lower-carbon methods. This has resulted in over 48,000 tonnes in avoided emissions, on track to reach the ambitious target of 50,000 tonnes that was set for 2025.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

- ☒ 26-50%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

100

Forests

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

- ☒ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

- ☒ Impact on deforestation or conversion of other natural ecosystems

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☒ 51-75%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Supply of timber materials and components. FSC or PEFC certification.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☒ 76-99%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

10

Water

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☒ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years

Plastics

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☒ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- ☒ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- ☒ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change
- ☒ Business risk mitigation
- ☒ Procurement spend
- ☒ Reputation management

(5.11.2.4) Please explain

Engaging with our suppliers is a core component of our responsible business strategy- as one of our five Total Commitment pillars is to “work together with our supply chain.” We established our Morgan Sindall Supply Chain Family of suppliers and manufacturers network and now it has now grown to 416 members who benefit from training, on-site practical advice, and a dedicated relationship management team. 77% of our Group spend by value in 2024 was with the Supply Chain Family. We have continued to partner with the Supply Chain Sustainability School with, 2,835 of our suppliers registered, up from 2,833 in 2023. We implemented a new supply chain onboarding platform that allows us to identify, vet, and engage with a pool of over 50,000 prequalified suppliers in accordance with a range of industry standards, regulation, and risk criteria. The platform includes access to a ‘risk radar’ which notifies us of potential environmental incidents associated with subcontractors and suppliers. This information informs our conversations with our supply chain and help us manage the risk more effectively. We also regularly conduct audits to manage business and reputational risks. For example, Partnership Housing conducted 50 sustainability audits of its supply chain to rank them against each other and understand where potential weaknesses are. Following the audits, the division contacted each supplier to explain the sustainability activities expected from them and discuss improvements

Forests

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- ☒ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- ☒ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to forests
- ☒ Business risk mitigation
- ☒ Procurement spend
- ☒ Reputation management

(5.11.2.4) Please explain

Engaging with our suppliers is a core component of our responsible business strategy- as one of our five Total Commitment pillars is to “work together with our supply chain.” We established our Morgan Sindall Supply Chain Family of suppliers and manufacturers network and now it has now grown to 416 members who benefit from training, on-site practical advice, and a dedicated relationship management team. 77% of our Group spend by value in 2024 was with the Supply Chain Family. We have continued to partner with the Supply Chain Sustainability School with, 2,835 of our suppliers registered, up from 2,833 in 2023. We implemented a new supply chain onboarding platform that allows us to identify, vet, and engage with a pool of over 50,000 prequalified suppliers in accordance with a range of industry standards, regulation, and risk criteria. The platform includes access to a ‘risk radar’ which notifies us of potential environmental incidents associated with subcontractors and suppliers. This information informs our conversations with our supply chain and help us manage the risk more effectively. We also regularly conduct audits to manage business and reputational risks. For example, Partnership Housing conducted 50 sustainability audits of its supply chain to rank them against each other and understand where potential weaknesses are. Following the audits, the division contacted each supplier to explain the sustainability activities expected from them and discuss improvements.

Water

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- ☒ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- ☒ Business risk mitigation

- ☒ Procurement spend
- ☒ Reputation management

(5.11.2.4) Please explain

Engaging with our suppliers is a core component of our responsible business strategy- as one of our five Total Commitment pillars is to “work together with our supply chain.” We established our Morgan Sindall Supply Chain Family of suppliers and manufacturers network and now it has now grown to 416 members who benefit from training, on-site practical advice, and a dedicated relationship management team. 77% of our Group spend by value in 2024 was with the Supply Chain Family. We have continued to partner with the Supply Chain Sustainability School with, 2,835 of our suppliers registered, up from 2,833 in 2023. We implemented a new supply chain onboarding platform that allows us to identify, vet, and engage with a pool of over 50,000 prequalified suppliers in accordance with a range of industry standards, regulation, and risk criteria. The platform includes access to a ‘risk radar’ which notifies us of potential environmental incidents associated with subcontractors and suppliers. This information informs our conversations with our supply chain and help us manage the risk more effectively. We also regularly conduct audits to manage business and reputational risks. For example, Partnership Housing conducted 50 sustainability audits of its supply chain to rank them against each other and understand where potential weaknesses are. Following the audits, the division contacted each supplier to explain the sustainability activities expected from them and discuss improvements

Plastics

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- ☒ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- ☒ Business risk mitigation
- ☒ Procurement spend
- ☒ Reputation management

(5.11.2.4) Please explain

Engaging with our suppliers is a core component of our responsible business strategy- as one of our five Total Commitment pillars is to “work together with our supply chain.” We established our Morgan Sindall Supply Chain Family of suppliers and manufacturers network and now it has now grown to 416 members who benefit from training, on-site practical advice, and a dedicated relationship management team. 77% of our Group spend by value in 2024 was with the Supply Chain Family. We have continued to partner with the Supply Chain Sustainability School with, 2,835 of our suppliers registered, up from 2,833 in 2023. We implemented a new supply

chain onboarding platform that allows us to identify, vet, and engage with a pool of over 50,000 prequalified suppliers in accordance with a range of industry standards, regulation, and risk criteria. The platform includes access to a 'risk radar' which notifies us of potential environmental incidents associated with subcontractors and suppliers. This information informs our conversations with our supply chain and help us manage the risk more effectively. We also regularly conduct audits to manage business and reputational risks. For example, Partnership Housing conducted 50 sustainability audits of its supply chain to rank them against each other and understand where potential weaknesses are. Following the audits, the division contacted each supplier to explain the sustainability activities expected from them and discuss improvements

[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☒ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☒ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

If suppliers do not meet our pre-qualification criteria then they are automatically disqualified from the project and pointed into the Supply Chain School.

Forests

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☒ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☒ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Suppliers must provide documented certification evidence. We do not accept non-certified timber. Acceptance of this instruction is part of our Chain of Custody requirements. They are also directed to the Supply Chain School.

Water

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☒ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☒ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Suppliers must meet regulatory on-site requirements to reduce the risk of pollution.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

- ☒ Disclosure of GHG emissions to your organization (Scope 1 and 2)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- ☒ Supplier self-assessment
- ☒ Other, please specify :Data provision through the Supply Chain School platform

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- ☒ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- ☒ 26-50%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

- ☒ 26-50%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

- ☒ 26-50%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☒ Exclude

(5.11.6.12) Comment

Suppliers report Scope 1 and Scope 2 emissions through the Supply Chain School. Subcontractors (by spend) requested to report their own carbon emissions was equivalent to £446m by spend in 2024 (£224m for 2023).

Forests

(5.11.6.1) Environmental requirement

Select from:

☒ Compliance with an environmental certification, please specify :FSC, PEFC

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☒ Certification

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☒ 76-99%

(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement

Select from:

☒ 76-99%

(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement

Select from:

☒ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☒ Exclude

(5.11.6.12) Comment

Suppliers must provide documented certification evidence. We do not accept non-certified timber. Acceptance of this instruction is part of our Chain of Custody requirements.

Water

(5.11.6.1) Environmental requirement

Select from:

☒ Setting and monitoring water pollution-related targets

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☒ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☒ Exclude

(5.11.6.12) Comment

The Group Identifies and classifies within the Project Specific Water management plan. Classification guidance from the Environment Agency & our internal risk assessments and method statements (RAMS). The first interaction is with ground water testing for contaminants. Identifying whether there are de-watering risk, ground water risk, and base line water assessment of surface water risks (includes monitoring at start, during and after). Following identified risk, we use data with our specialist supply chain to analyse risks, confirm mitigation measures, and redesign project design as necessary.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☒ Disclosure of GHG emissions to your organization (Scope 1, 2 and 3)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☒ Supplier self-assessment

☒ Other, please specify :Provision of life-cycle emissions through the Carbonica tool.

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☒ 26-50%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☒ 26-50%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☒ 26-50%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☒ 26-50%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☒ Exclude

(5.11.6.12) Comment

The supplier's inclusion on a project will be dependent on the scale of the supplier or component's contribution to a project's net-zero or low carbon emissions. During 2020, we introduced CarboniCa, a carbon reduction tool that calculates building carbon footprints and lifecycle emissions and suggests alternative lower-carbon methods.

[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

- ☒ Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

- ☒ Provide training, support and best practices on how to mitigate environmental impact

Information collection

- ☒ Collect GHG emissions data at least annually from suppliers

Innovation and collaboration

- ☒ Collaborate with suppliers on innovations to reduce environmental impacts in products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply

- ☒ Tier 1 suppliers
- ☒ Tier 2 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- ☒ 26-50%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

- ☒ 26-50%

(5.11.7.8) Number of tier 2+ suppliers engaged

150

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

In order to increase the portion of revenue generated from sustainability accredited and low carbon projects and therefore maximise the opportunities associated with the carbon transition our divisions pursue a multipronged approach. Firstly, we engage with clients to expand popularity and awareness of the added value associated with sustainability accredited and low carbon projects. For example, CarboniCa- our internal carbon measurement and reduction tool- completes a whole lifecycle assessment of a project and provides recommendations on either design changes or alternative materials that can be used to reduce environmental impact. This includes carbon emissions; water use and waste management date. Since 2021, Carbonica has resulted in over 48,000 tonnes in avoided emissions, on track to target of 50,000 tonnes that was set for 2025. Secondly we engage with our suppliers to increase the production and inclusion of low carbon materials. Another approach to reducing embodied carbon is to incorporate the use of recycled materials in new designs as well as the use of biogenic or regenerative materials such as timber. This option has the added benefit of reducing waste, extending the lifecycle of materials after decommissioning, and supporting green jobs in the supply chain. Thirdly, We also expect that the Group will experience an increase in retrofitting opportunities, as clients opt to improve the existing built environment instead of demolishing and constructing new buildings and seek to improve the energy efficiency of existing buildings. Many of our projects include the installation of solar panels and other renewable energy technologies so that inhabitants can generate their own energy and we also complete projects to Passivhaus standards, which require space-related heating and cooling energy savings of up to 75% compared to the average new build. Our Partnership Housing division has also been an early adopter of the Future Homes Standard (FHS) which is due to come into effect in 2025. FHS aims to increase fuel conservation and ventilation in new homes to reduce their carbon emissions by 75%–80% compared to current standards. In preparation for the new regulation, the division is testing alternative electric heating systems for reliability, energy efficiency and affordability and the new designs include air source heat pumps, increased flooring and roof insulation, triple-glazed windows, improved air tightness, wastewater heat recovery

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☒ Yes, please specify the environmental requirement :Reduces whole life project emissions

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Yes

Forests

(5.11.7.1) Commodity

Select from:

☒ Timber products

(5.11.7.2) Action driven by supplier engagement

Select from:

- ☒ Natural ecosystem restoration and long-term protection

(5.11.7.3) Type and details of engagement

Financial incentives

- ☒ Provide financial incentives for certified products

Innovation and collaboration

- ☒ Collaborate with suppliers on innovations to reduce environmental impacts in products and services
- ☒ Encourage collaborative work in landscapes or jurisdictions

(5.11.7.4) Upstream value chain coverage

Select all that apply

- ☒ Tier 1 suppliers
- ☒ Tier 2 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- ☒ 26-50%

(5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

Select from:

- ☒ 26-50%

(5.11.7.8) Number of tier 2+ suppliers engaged

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We work closely with our major supplies. We engage with them on forward planning especially on the larger, more complex projects and those with extended contract periods. In turn they supply us with market updates on current and future availability in relation to world events such as storms, earthquakes, war and the markets demand for materials used in construction and regeneration. We progressively review our processes for the procurement of key commodities, components, and services incorporated within the projects delivered to our clients

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☒ Yes, please specify the environmental requirement :Case study - Annual report

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Yes

Water

(5.11.7.2) Action driven by supplier engagement

Select from:

☒ Waste and resource reduction and improved end-of-life management

(5.11.7.3) Type and details of engagement

Capacity building

☒ Provide training, support and best practices on how to mitigate environmental impact

(5.11.7.4) Upstream value chain coverage

Select all that apply

☒ Tier 1 suppliers

☒ Tier 2 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☒ 26-50%

(5.11.7.8) Number of tier 2+ suppliers engaged

0

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Where there is risk of impact on controlled waters, a water management plan will be developed setting out project specific controls on the management of any controlled or other elements during the construction phase. The plan will include details of regular inspection, sampling and contingency in the event of equipment failure, fire, leak of water, pollution, or other emergency. Where dewatering is planned we deploy dewatering equipment in line with Consents, Permits or Exemptions held by the project; Issue site specific Permit to Pump before any dewatering activities are permitted; Undertake any testing, inspection and monitoring required and keep records in order to validate compliance with the permit/consent. We have developed an e-learning module specifically focussing on spill response, delivered to site operatives, and identified individuals, as well as in-house and external specialist scenario testing training delivered by our environmental professions.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☒ Yes, please specify the environmental requirement :Reducing the risk of contamination.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Yes

Plastics

(5.11.7.2) Action driven by supplier engagement

Select from:

- ☒ Removal of plastic from the environment

(5.11.7.3) Type and details of engagement

Capacity building

- ☒ Provide training, support and best practices on how to mitigate environmental impact

(5.11.7.4) Upstream value chain coverage

Select all that apply

- ☒ Tier 1 suppliers
- ☒ Tier 2 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- ☒ 26-50%

(5.11.7.8) Number of tier 2+ suppliers engaged

0

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

The Group is committed to ensuring the effects of its operations on the environment and society are minimised. In meeting this commitment, we will continually seek to do more with less and commit to reducing the amount of single-use plastic across our sites and offices. We recognize the environmental harm caused by the traditional linear economy (make, use, dispose) and the benefits of a more circular approach, keeping materials in use for as long as possible and ensuring the waste hierarchy is applied thereafter. We will manage our operations in a way that can best reduce the use of single-use plastic across all of our sites and offices, reducing the impact of the business. We will target the use of plastic utensils, packaging, disposable cups, signage, stationary and PPE that we procure and also use our influence with supply chain purchases. We intend to: - Provide our employees and site teams with information and ideas on how they can do to reduce single-use plastic on our sites and in our offices - Where the use of plastic is necessary seek to increase recycled content, use less environmentally damaging types of plastic and ensure recovery is maximised by segregation and recycling - Constantly review the materials we are currently using, providing plastic free alternatives where appropriate and/or available - Work with our procurement and supply chain family to develop long-term solutions

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Yes

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

- ☒ Educate and work with stakeholders on understanding and measuring exposure to environmental risks
- ☒ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services
- ☒ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

- ☒ Align your organization's goals to support customers' targets and ambitions
- ☒ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ 51-75%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Our credentials in responding to climate change ensure we can support clients with the tools and capability needed to meet their requirements and maintain and/or grow our work-winning capability and market share. We measure and manage a wide range of metrics which help us to assess how well we are doing to minimise our risks in a changing future. These include metrics to measure our ability to meet our carbon commitments, but also those relating to wider environmental and regulatory risks. To meet our Science-based targets, as well as reducing our direct GHG emissions, we recognise that we need to influence our clients and other partners along the value chain more effectively. We are developing better ways of delivering products and services to help generate lower-carbon emissions during project delivery and product life cycle. To help our clients to make better-informed decisions to reduce the level of carbon in the construction and operation of buildings, we committed to completing life cycle assessments, and providing clients with alternative carbon design options for all significant projects by the end of 2024 (where possible).

(5.11.9.6) Effect of engagement and measures of success

In 2024 we used CarboniCa on 218 new projects, 20,000 tCO₂e savings through our '10 Tonne Challenge'. Numerous underlying metrics support and complement our net zero target and our broader Improving the environment Commitment, including enhancing the natural value of the buildings we construct and develop, recycling and/or reusing materials and reducing our waste. The key performance indicators we assess and measure include the number of projects achieving BREEAM, LEED, SKA or other relevant rating. The number of projects achieving BREEAM, LEED, SKA or other industry-relevant sustainability ratings in 2024 were 160

Forests

(5.11.9.1) Type of stakeholder

Select from:

☒ Other value chain stakeholder, please specify :We engage with clients, supply chain partners and the local communities in which we operate.

(5.11.9.2) Type and details of engagement

Education/Information sharing

- ☒ Educate and work with stakeholders on understanding and measuring exposure to environmental risks
- ☒ Share information about your products and relevant certification schemes
- ☒ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 1-25%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Our credentials in responding to climate change ensure we can support clients with the tools and capability needed to meet their requirements and maintain and/or grow our work-winning capability and market share. We measure and manage a wide range of metrics which help us to assess how well we are doing to minimise our risks in a changing future. These include metrics to measure our ability to meet our carbon commitments, but also those relating to wider environmental and regulatory risks

(5.11.9.6) Effect of engagement and measures of success

We retained our accreditations to ISO 20400:2017 Responsible Procurement and BES 001 Responsible Sourcing of Construction Products. We ensure all timber products purchased for our projects are certified as legally and sustainably sourced, as defined by the government's Central Point of Expertise on Timber. We collect quarterly data from our supply chain to ensure strict compliance with our Group sustainable sourcing timber policy. We report in the Group's annual report. We have continued our partnership with Community Wood Recycling (CWR), a nationwide network of social enterprises that collect wood waste and recycle it through reclaimed timber stores. In 2024 we rescued approx. 400 tonnes from the waste stream, equivalent to 200 tonnes CO2e). Reclaiming timber is up to 10 times more efficient than harvesting, milling and transporting virgin wood. CWR also calculated that, in 2024, we helped them create 5 jobs and 6 training opportunities for disadvantaged people. Construction, Infrastructure and Partnership Housing further strengthened their relationships with Pallet Loop, a circular economy pallet reuse scheme.

Water

(5.11.9.1) Type of stakeholder

Select from:

☒ Other value chain stakeholder, please specify :We engage with clients, our supply chain partners and the local communities in which we operate.

(5.11.9.2) Type and details of engagement

Education/Information sharing

- ☒ Educate and work with stakeholders on understanding and measuring exposure to environmental risks
- ☒ Share information about your products and relevant certification schemes
- ☒ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 1-25%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We work with our stakeholders to form project specific water management plans. Where there is risk of impact on controlled waters, a water management plan shall be developed setting out project specific controls for the management of any controlled or other waters during construction phase.

(5.11.9.6) Effect of engagement and measures of success

The Group Identifies and classifies within the Project Specific Water management plan. Classification guidance from the Environment Agency & our internal risk assessments and method statements (RAMS). The first interaction is with ground water testing for contaminants. Identifying whether there are de-watering risk, ground water risk, and base line water assessment of surface water risks (includes monitoring at start, during and after). Following identified risk, we use data with our specialist supply chain to analyse risks, confirm mitigation measures, and redesign project design as necessary

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ Unknown

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We aim to provide investors with the information they need to better understand climate impacts in our sector, and the work we are undertaking to reduce carbon emission across our value chain.

(5.11.9.6) Effect of engagement and measures of success

Our strategy has garnered external recognition across the environmental, social and governance spectrum. In 2024, we achieved a AAA rating from MSCI for the third consecutive year and an A score for leadership on climate change mitigation from CDP for the fourth consecutive year.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Other value chain stakeholder, please specify :Our value chain partners include the communities in which we operate and build, local authorities, social enterprises and NGOs, joint venture and project delivery partners, consultancy and policy experts, research organisations and universities.

(5.11.9.2) Type and details of engagement

Education/Information sharing

- ☒ Educate and work with stakeholders on understanding and measuring exposure to environmental risks
- ☒ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services
- ☒ Share information about your products and relevant certification schemes
- ☒ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

- ☒ Collaborate with stakeholders in creation and review of your climate transition plan
- ☒ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ 51-75%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Meeting our Science-based emissions reduction targets is challenging and will require extensive collaboration with our value chain. Over the years we have fostered resilient, long-term relationships with our partners through effective engagement practices. To meet our Science-based targets, as well as reducing our direct GHG emissions, we recognise that we need to influence our other partners along the value chain. We are developing better ways of delivering products and services to help generate lower-carbon emissions during project delivery and product life cycle. As well as being the right thing for us to do as an organisation, delivering social value is a business imperative with clients seeking our support on projects to address local community needs. Increasingly important to the Group is not only the immediate and direct economic benefits we generate via local procurement and job placements, but also implementing social value initiatives that will have a lasting impact beyond the completion of a project. As such we continuously focus on university and school engagements, providing apprenticeship training and work experiences for local people, partnering with charities and social organisations, and providing affordable and energy- efficient homes.

(5.11.9.6) Effect of engagement and measures of success

Carbonica has resulted in over 48,000 tonnes in avoided emissions, surpassing the target of 50,000 tonnes that was set for 2025 Numerous underlying metrics support and complement our net zero target and our broader Improving the environment Commitment, including enhancing the natural value of the buildings we construct and develop, recycling and/or reusing materials and reducing our waste. The key performance indicators we assess and measure include the number of projects achieving BREEAM, LEED, SKA or other relevant rating. In 2022 we completed 108 such projects, a 27% increase since 2019. In 2023 we achieved a AAA rating from MSCI for the third consecutive year and an A score for leadership on climate change mitigation from CDP for the fourth consecutive year. We also won the award for Net Zero Innovation of the Year at the edie awards for climate leadership for our 'Growing Natural Capital' project in the Dorn Valley Woodlands in partnership with the Blenheim Estate. This achievement reflects over three years of ongoing partnership that culminated in the planting of 270,000 trees across nine woodlands that, in addition to storing carbon, has increased local biodiversity by over 75% and created 15 kilometres of new walking pathways for local communities. The Social Value Portal has calculated. that the Group has contributed £4.6bn in social value since October 2023.

[Add row]

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

	Environmental initiatives implemented due to CDP Supply Chain member engagement	Primary reason for not implementing environmental initiatives	Explain why your organization has not implemented any environmental initiatives
	Select from: <input checked="" type="checkbox"/> No, but we plan to within the next two years	Select from: <input checked="" type="checkbox"/> Not an immediate strategic priority	Not an immediate strategic priority

[Fixed row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

	Consolidation approach used	Provide the rationale for the choice of consolidation approach
Climate change	Select from: <input checked="" type="checkbox"/> Operational control	<i>This is reported in line with the definitions in the GHG Protocol and ISO 14064-1</i>
Forests	Select from: <input checked="" type="checkbox"/> Operational control	<i>This is reported in line with other environmental reporting requirements and aligns with SBTN guidance.</i>
Water	Select from: <input checked="" type="checkbox"/> Operational control	<i>This is reported in line with other environmental reporting requirements and aligns with SBTN guidance.</i>
Plastics	Select from: <input checked="" type="checkbox"/> Operational control	<i>This is reported in line with other environmental reporting requirements and aligns with SBTN guidance.</i>
Biodiversity	Select from: <input checked="" type="checkbox"/> Operational control	<i>This is reported in line with other environmental reporting requirements and aligns with SBTN guidance.</i>

[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

☒ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply <input checked="" type="checkbox"/> No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
	Select all that apply <input checked="" type="checkbox"/> No

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☒ ISO 14064-1

☒ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

☒ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

☒ We are reporting a Scope 2, market-based figure

(7.3.3) Comment

We have engaged UPA Energy to manage approx. in 2024 56% of the Group's electricity supply. They utilise the major energy suppliers to enforce our market-based requirement. This is supported by independent consultant Tricarbon.

[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:

☒ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

18123.71

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

2778.56

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

1169.36

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

207825.0

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

4137

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

13986.0

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

40839

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

3442.0

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

7209

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

1565.0

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

6790

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

958444.0

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

35112

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

20922

(7.5.3) Methodological details

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

GHG Protocol. ISO 14064-1

[Fixed row]

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

	Gross global Scope 1 emissions (metric tons CO2e)	Methodological details
Reporting year	8044.15	GHG Protocol. ISO 14064-1

[Fixed row]

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

3609.27

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

3055.88

(7.7.4) Methodological details

Measurement approach aligns to GHG Protocol Scope 2 Guidance. Emissions factor for Scope 2, location-based emissions are derived from 2024 UK Government GHG Conversion Factors for Company Reporting (Electricity generated; 0.20705 kg CO2e per kWh). Emissions factors for Scope 2, market-based emissions are derived from a mixture of 100% REGO-backed electricity (from suppliers nPower and EDF), plus all remaining consumption accounted for with grid residual emissions factors for UK (0.0003884 kg CO2e per kWh), Germany (0.0002559 kg CO2e per kWh), and Switzerland (0.0007199 kg CO2e per kWh).

[Fixed row]

(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

652735

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Hybrid method

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

20

(7.8.5) Please explain

This Scope 3 account has been prepared in accordance with the GHG's Corporate Value Reporting Standard and ISO 14064-01 requirements. This category includes the embodied carbon of the materials we directly procure, plus those procured by our supply chain for our use, as well as the Scope 1 and 2 emissions for our service providers and subcontractors. Calculated using project specific data and spend data for main projects in CarboniCa, including consumption volumes for materials such as concrete and quarry products, timber, bricks, aggregates, and steel. In part, we took carbon data for the products we use, as well as Scope 1 and 2 emissions for our service providers, and applied these to work out the associated emissions. We also calculated our spend on the different types of product and service we procure and used an open asset database to convert this into carbon emissions. Extrapolated to the rest of the Group based on revenue.

Capital goods

(7.8.1) Evaluation status

Select from:

☒ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

0

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Not significant as most plant is leased. In 2020 0.2% of overall emissions were from capital goods.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO₂e)

3936

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Supplier-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

These include the emissions associated with transmission and distribution (T&D) losses of purchased electricity, plus well-to-tank (WTT) emissions of purchased electricity and fuel (emissions from the production, processing and delivery of a fuel). Transmission and distribution losses from UK, Germany and Switzerland electricity consumption. Transmission and distribution losses from Germany, Austria and Switzerland purchased heat and steam (district heating). 'Limited' assurance to 'Secondary' level of verification under Toitu's Carbon Reduce methodology.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

34391

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Supplier-specific method

☒ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

50

(7.8.5) Please explain

This covers emissions from the transportation of goods from our tier 1 suppliers. We worked with our supply chain to obtain transportation data, including vehicle type, miles travelled and associated carbon emissions, and then extrapolated this data to the whole group based on spend data and 2024 revenue.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

82428

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

This relates to the type, quantity and disposal method of our waste. It includes any waste arising from our company activities on-site and office waste, as well as wastewater management. In part we used GHG conversion factors for different waste streams and disposal methods to calculate the associated carbon emissions. We extrapolated to all divisions across the Group based on 2024 revenue.

Business travel

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

4501

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

50

(7.8.5) Please explain

This includes any business-related journeys – by air, rail, taxi and different fuel-type cars. We took our expenses data to calculate the total miles travelled for different transport methods, then used GHG conversion factors for the different vehicle types to calculate our business travel emissions. Accounting methods are used to determine the emissions, based on expense claims for using private vehicles for business use. However, for rail and flights, data is sourced through the Group's travel broker as well as expense claims. Emissions from business travel via public transport are quantified based on distances travelled, by vehicle type, in kilometres throughout each calendar year. Unless otherwise stated all travel is converted using an average passenger km. Emissions from vehicles that are privately owned by individual employees, including those that opt to receive cash allowances, are based on distances travelled by vehicle category in kilometres (km) throughout each calendar year. GHG emissions are determined by manufacturer published g/km with a real world up lift of 13.5%. The Travel Agency report provides flights data in km distance travelled. Any business travel not purchased through Travel Agencies is downloaded from the expenses management system. By taking the costs of such expenses and comparing them to the average expenditure for public travel, distance can be estimated as can CO2e. The expenses platform gives monetary values for expense claims, which are converted from money to km.

Employee commuting

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

7177

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

☒ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

This covers our employees' day-to-day travel to work. This was based on a staff survey in two of the main divisions to obtain data on how they travel to their permanent location of work and the distances travelled. This was then extrapolated to the whole Group based on proportional revenue.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO₂e)

0

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Hybrid method

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

It is assumed that leased assets include Plant & Tools Hire, Site Accommodation, and Crane Hire. Emissions are included within Category 1 Purchased Goods & Services. These assets cover hired plant with fuel supplied. Some plant and machinery are hired from firms, who provide and use fuel that is outside of the Group's operational control.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

0

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Other, please specify :Order of magnitude estimate

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

De minimis (courier vehicles etc.). Emissions from this category are de minimis. Order of magnitude estimate provided for use of onward delivery/courier services.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

2990

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

This category only refers to emissions from processing of products subsequent to sale, so it is assumed to be de minimis for build projects. It is relevant for projects where the Group provides design services, but emissions from the usage stage are covered in category 11. The figure provided is an estimate for subsequent processing emissions only.

Use of sold products

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

486931

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Hybrid method

☒ Average data method

☒ Average product method

☒ Site-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

(7.8.5) Please explain

This has been calculated using our CarboniCa tool for main projects delivered by the business and extrapolating this to the Group based on 2024 revenue. For our fit-out business, we calculated this based on the project area (in m2) and average office lifespan (10 years) that we delivered in 2024 using the CIBSE benchmark. Estimated lifetime carbon emissions of buildings, office space, and other infrastructure, based on modelled energy consumption, for the main design & build construction projects by 2024 revenue, plus all fit-out projects. The average emissions rate per unit revenue for these projects is used to extrapolate emissions to other projects based on revenue contribution, so the calculation is representative of all products sold in the reporting year. This hybrid approach, using data from CarboniCa, provides a more accurate and usable method for emissions reduction than applying EIO factors. The category 11 emissions from the Construction and Infrastructure, Baker Hicks, Lovell Partnerships and Muse Places business units are calculated in this way. The category 11 emissions from the Overbury and Morgan Lovell business units (fit-out projects) are calculated from all design & build fit-out projects carried out during the year. The Property Services business unit is not included in category 11. It manages property assets on behalf of clients and does not generate any emissions of material significance to this category compared to other business units. Grid improvements are assessed using CarboniCa data. Energy in use is based on UK Government carbon factors. Energy and replacement parts are subject to grid decarbonisation which is applied according to UK Gov data. *Including estimated carbon emitted from operating the buildings for 60 years following handover to the client, based on how our clients tell us they will use the buildings.*

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

20019

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Hybrid method

☒ Average data method

☒ Average product method

☒ Site-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

25

(7.8.5) Please explain

Future end of life waste emissions are estimated for when a third-party clears the site. We calculated this for main projects using our CarboniCa tool and metrics obtained via EPDs and benchmark data. This was then extrapolated to the Group bases on 2024 revenue.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

0

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Other, please specify :Order of magnitude estimate

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Not relevant. Order of magnitude estimate of zero. These are de minimis and account for less than 1% of emissions.

Franchises

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

These are not relevant as the Group does not operate any business franchises

Investments

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

19437

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

This category includes emissions from investments and Joint Ventures (JVs) that are not captured in corporate scope 1 and 2 emissions. The emissions are calculated based on annual revenue from Group investments. The revenue amounts from the Group Annual Accounts and Reports (AAR) are converted to carbon emissions based on Carbonica modelled project emissions intensity per m revenue for Construction & Infrastructure.

Other (upstream)

(7.8.1) Evaluation status

Select from:
☒ Not relevant, explanation provided

(7.8.5) Please explain

No other categories are relevant

Other (downstream)

(7.8.1) Evaluation status

Select from:
☒ Not relevant, explanation provided

(7.8.5) Please explain

No other categories are relevant
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place

	Verification/assurance status
Scope 2 (location-based or market-based)	<i>Select from:</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 3	<i>Select from:</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.1.2) Status in the current reporting year

Select from:

☒ Complete

(7.9.1.3) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.1.4) Attach the statement

Certification Statement_24_Morgan Sindall Group Plc_CR_Org.pdf,IMR_24_Morgan Sindall Group Plc_CR_Org.pdf,Assurance_24_Morgan Sindall Group Plc_CR_Org.pdf

(7.9.1.5) Page/section reference

Full document P1-9 Certification Statement_24_Morgan Sindall Group P1-3 Assurance_24_Morgan Sindall Group Plc_CR_Org P1-39 IMR_24_Morgan Sindall Group Plc_CR_Org

(7.9.1.6) Relevant standard

Select from:

☒ Toitū Envirocare's carbonreduce certification standard

(7.9.1.7) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☒ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.2.5) Attach the statement

Certification Statement_24_Morgan Sindall Group Plc_CR_Org.pdf,IMR_24_Morgan Sindall Group Plc_CR_Org.pdf,Assurance_24_Morgan Sindall Group Plc_CR_Org.pdf

(7.9.2.6) Page/ section reference

Full document P1-9 Certification Statement_24_Morgan Sindall Group P1-3 Assurance_24_Morgan Sindall Group Plc_CR_Org P1-39 IMR_24_Morgan Sindall Group Plc_CR_Org

(7.9.2.7) Relevant standard

Select from:

☒ Toitū Envirocare's carbonreduce certification standard

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

Select from:

☒ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.2.5) Attach the statement

Certification Statement_24_Morgan Sindall Group Plc_CR_Org.pdf,IMR_24_Morgan Sindall Group Plc_CR_Org.pdf,Assurance_24_Morgan Sindall Group Plc_CR_Org.pdf

(7.9.2.6) Page/ section reference

Full document P1-9 Certification Statement_24_Morgan Sindall Group P1-3 Assurance_24_Morgan Sindall Group Plc_CR_Org P9 IMR_24_Morgan Sindall Group Plc_CR_Org

(7.9.2.7) Relevant standard

Select from:

☒ Toitū Envirocare's carbonreduce certification standard

(7.9.2.8) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

- ☒ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
- ☒ Scope 3: Waste generated in operations
- ☒ Scope 3: Business travel

(7.9.3.2) Verification or assurance cycle in place

Select from:

- ☒ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

- ☒ Complete

(7.9.3.4) Type of verification or assurance

Select from:

- ☒ Limited assurance

(7.9.3.5) Attach the statement

Certification Statement_24_Morgan Sindall Group Plc_CR_Org.pdf,IMR_24_Morgan Sindall Group Plc_CR_Org.pdf,Assurance_24_Morgan Sindall Group Plc_CR_Org.pdf

(7.9.3.6) Page/section reference

(7.9.3.7) Relevant standard

Select from:

☒ Toitū Envirocare's carbonreduce certification standard

(7.9.3.8) Proportion of reported emissions verified (%)

100

[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

☒ Increased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

9

(7.10.1.2) Direction of change in emissions

Select from:

☒ Increased

(7.10.1.3) Emissions value (percentage)

0.0787

(7.10.1.4) Please explain calculation

*HVO consumption has intentionally increased again, displacing more bulk diesel from site-based construction operations. Last year, there were an additional 9 tonnes of CO₂e emitted due to increased HVO consumption. Scope 1 & Scope 2 combined last year were 11,424.36 tCO₂e. The percentage change in emissions due to increased HVO consumption is: $(9/11,424.36) * 100 = 0.0787\%$*

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO₂e)

925

(7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

(7.10.1.3) Emissions value (percentage)

8.0967

(7.10.1.4) Please explain calculation

*Commercial fleet emissions have fallen by 39 tCO₂e, whilst emissions associated with business mileage in company cars has fallen by 132 tCO₂e. Both are attributable to increased adoption of fully-electric and hybrid vehicles, despite increased mileages. Bulk fuel consumption reduced by 754 tCO₂e due to less large infrastructure projects. Scope 1 & Scope 2 combined last year were 11,424.36 tCO₂e. The percentage change in emissions due to increased HVO consumption is: $(925/11,424.36) * 100 = 8.0967\%$*

Divestment

(7.10.1.1) Change in emissions (metric tons CO₂e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No Divestments occurred in the period

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No Acquisitions occurred in the period

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No Mergers occurred in the period

Change in output

(7.10.1.1) Change in emissions (metric tons CO₂e)

918

(7.10.1.2) Direction of change in emissions

Select from:

☒ Increased

(7.10.1.3) Emissions value (percentage)

8.0354

(7.10.1.4) Please explain calculation

*Emissions associated with grid electricity consumption increased by 918 tCO₂e. This was due to an increased order book and the increased uptake of electric vehicles in the Group. Scope 1 & Scope 2 combined last year were 11,424,36 tCO₂e. The percentage change in emissions due to increased HVO consumption is: $(918/11,424.36) * 100 = 8.0354\%$*

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No Change in Methodology occurred in the period

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No Change in Boundary occurred in the period

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No Change in Physical operating conditions occurred in the period

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No Change in Unidentified occurred in the period

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No Change in Other occurred in the period

[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

☒ Location-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:

☒ Yes

(7.12.1) Provide the emissions from biogenic carbon relevant to your organization in metric tons CO2.

(7.12.1.1) CO2 emissions from biogenic carbon (metric tons CO2)

5763.46

(7.12.1.2) Comment

The figure shows anthropogenic biogenic CO2 emissions as metric tons CO2. Additionally, anthropogenic biogenic (CH4 and N2O) emissions total 91.38 tCO2e.
[Fixed row]

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:

☒ Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:

☒ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

7951.13

(7.15.1.3) GWP Reference

Select from:

☒ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:

☒ CH₄

(7.15.1.2) Scope 1 emissions (metric tons of CO₂e)

1.86

(7.15.1.3) GWP Reference

Select from:

☒ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:

☒ N₂O

(7.15.1.2) Scope 1 emissions (metric tons of CO₂e)

91.16

(7.15.1.3) GWP Reference

Select from:

☒ IPCC Fifth Assessment Report (AR5 – 100 year)

[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Austria	0	0	0
Germany	0	22.04	22.04
Switzerland	0	16.49	16.49
United Kingdom of Great Britain and Northern Ireland	8044.15	3570.74	3055.88

[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply

☒ By business division

(7.17.1) Break down your total gross global Scope 1 emissions by business division.

Row 1

(7.17.1.1) Business division

Construction and Infrastructure

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

4126

Row 2

(7.17.1.1) Business division

Affordable Housing

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

718

Row 3

(7.17.1.1) Business division

Property Services

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

3026

Row 4

(7.17.1.1) Business division

Group

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

4

Row 5

(7.17.1.1) Business division

Fit Out

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

130

Row 6

(7.17.1.1) Business division

Baker Hicks

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

3

Row 7

(7.17.1.1) Business division

Baker Hicks DACH

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

12

Row 8

(7.17.1.1) Business division

MUSE

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

25

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☒ By business division

(7.20.1) Break down your total gross global Scope 2 emissions by business division.

Row 1

(7.20.1.1) Business division

Construction and Infrastructure

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

2073.53

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

1734

Row 2

(7.20.1.1) Business division

Affordable Housing

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

1166.9

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

821.1

Row 3

(7.20.1.1) Business division

Property Services

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

85.58

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

158.74

Row 4

(7.20.1.1) Business division

MUSE

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

36.72

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

68.88

Row 5

(7.20.1.1) Business division

GROUP

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

9.66

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

18.12

Row 6

(7.20.1.1) Business division

Fit Out

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

139.46

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

94.66

Row 7

(7.20.1.1) Business division

Baker Hicks

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

58.89

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

110.48

Row 8

(7.20.1.1) Business division

Baker Hicks DACH

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

38.53

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

49.89

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

8044.15

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

3609.27

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

3055.88

(7.22.4) Please explain

This is the full consolidated accounting group, which includes all business divisions.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

No other entities
[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:

☒ Not relevant as we do not have any subsidiaries

(7.26) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Row 1

(7.26.1) Requesting member

Select from:

☒ British Broadcasting Corporation

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

32475

(7.26.9) Emissions in metric tonnes of CO₂e

1.88

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These emissions are from our use of energy on the construction sites we did for BBC in 2024.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

To calculate energy use on site emissions, we collate all energy records we have for projects in the reporting year. Due to the nature of our works, not all projects are able to take meter readings (old infrastructure, only working on half a floor plate etc). We then use all the project energy data we have to calculate a benchmark of kWh per £m project value to calculate the energy use and carbon for each of our divisions (based on annual turnover). Turnover was deemed the most appropriate, as area of project, or length of project would not reflect energy intensive activities (heavy M&E work, extensive strip out works etc). These emissions we then allocated to the BBC projects based on turnover with BBC in 2024.

(7.26.14) Where published information has been used, please provide a reference

Fuel and energy related activities not included in scopes 1 and 2 Why the actual change: This is directly related to our scope 2 emissions and so is impacted by our annual turnover. Scope 2 emissions rose in 2024 in line with our turnover, and so these emissions also increased

Row 2

(7.26.1) Requesting member

Select from:

☒ British Broadcasting Corporation

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 1: Purchased goods and services

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

3141273

(7.26.9) Emissions in metric tonnes of CO₂e

181.56

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

This is the result of the embodied carbon (A1-A3) of materials installed on the projects. This includes materials such as plasterboard, glass, raised access flooring, M&E services, floor finishes etc.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated by using LCA data from projects from the reporting year. We do LCAs on a selection of different projects throughout the year of different types of projects (range of works, sizes etc). We do these using our own third party verified carbon calculator tool, CarboniCa. Based on these LCAs we create a benchmark for the tCO2e per £m turnover of each division to calculate the total A1-A3 emissions for our projects in the year. These emissions we then allocated to the BBC projects based on turnover with BBC in 2024

(7.26.14) Where published information has been used, please provide a reference

Purchased goods and services. Why the methodology change: In 2023's calculation, we used a benchmark of 55% of a project's embodied carbon coming from the services installed. In 2024, our embodied carbon assessments included actual services data (which was not available in 2023). These projects revealed that the 55% figure used last year was an overestimation. In 2023, we included embodied carbon from furniture within the carbon benchmark used to calculate emissions for all projects. However, we are not responsible for furniture on the majority of projects, and in 2024, the carbon from furniture was split out and only allocated to those projects where we specified and managed the furniture install. Both these changes in methodology have resulted in a significant reduction in carbon emissions. This better reflects the nature of our works. Why the actual change: In addition to the methodology changes, we have also been working closely with our design and construction teams to reduce the embodied carbon of products we install on our projects. This includes a focus on retaining existing elements and materials and installing reused and reclaimed materials. We have also been working closely with our supply chain to identify lower carbon material options that we can use.

Row 3

(7.26.1) Requesting member

Select from:

☒ British Broadcasting Corporation

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

10692

(7.26.9) Emissions in metric tonnes of CO₂e

0.62

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These are the WTT and T&D losses associated emissions for the energy allocated in scope 2

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are based on actual waste data from all BBC projects worked in the reporting year. We complete a site waste management plan for every project that details total tonnage of waste produced on a project, split by waste type, and breaks down if the material was recycled, incinerated or landfilled. This tonnage is then converted into carbon for BBC projects using GOV conversion factors

(7.26.14) Where published information has been used, please provide a reference

Fuel and energy related activities not included in scopes 1 and 2 Why the actual change: This is directly related to our scope 2 emissions and so is impacted by our annual turnover. Scope 2 emissions rose in 2024 in line with our turnover, and so these emissions also increased

Row 4

(7.26.1) Requesting member

Select from:

☒ British Broadcasting Corporation

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation not necessary due to type of primary data available

(7.26.9) Emissions in metric tonnes of CO₂e

0.83

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

These are the emissions associated with the waste arising from the BBC projects in 2024

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are based on actual waste data from all BBC projects worked in the reporting year. We complete a site waste management plan for every project that details total tonnage of waste produced on a project, split by waste type, and breaks down if the material was recycled, incinerated or landfilled. This tonnage is then converted into carbon for BBC projects using GOV conversion factors

(7.26.14) Where published information has been used, please provide a reference

Waste generated in operations Why the methodology change: During our review of last year's methodology, we found that an incorrect tonnage was used for one of our waste streams leading to an overestimation of our waste related carbon emissions. The tonnage was amended, and the actual carbon emissions were recalculated.

Row 5

(7.26.1) Requesting member

Select from:

☒ British Broadcasting Corporation

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 12: End-of-life treatment of sold products

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

3184440

(7.26.9) Emissions in metric tonnes of CO₂e

28.47

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These are the end of life (C1-C4) emissions for materials installed on the BBC projects. Materials that are particularly high in this area are metals, glass etc.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated by using LCA data from projects from the reporting year. We do LCAs on a selection of different projects throughout the year of different types of projects (range of works, sizes etc). We do these using our own third party verified carbon calculator tool, CarboniCa. Based on these LCAs we create a benchmark for the tCO2e per £m turnover of each division to calculate the total C1-C4 emissions for our projects in the year. These emissions we then allocated to the BBC projects based on turnover with BBC in 2024

(7.26.14) Where published information has been used, please provide a reference

End of life treatment of sold products Why the methodology change:: In 2023's calculation, similar to our purchased goods and services calculation, we used a benchmark of 55% of a project's end of life carbon coming from the services installed. In 2024, our carbon assessments included actual services data (which was not available in 2023). These projects revealed that the 55% figure used last year was a significant overestimation. In 2023, we included embodied carbon from furniture within the end of life carbon benchmark used to calculate emissions for all projects. However, we are not responsible for furniture on the majority of projects, and in 2024, the carbon from furniture was split out and only allocated to those projects where we specified and managed the furniture install. Both these changes in methodology have resulted in a significant reduction in carbon emissions. This better reflects the nature of our works.

Row 6

(7.26.1) Requesting member

Select from:

☒ NatWest Group plc

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

237895

(7.26.9) Emissions in metric tonnes of CO₂e

13.75

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These emissions are from our use of energy on the construction sites we did for Natwest in 2024.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

To calculate energy use on site emissions, we collate all energy records we have for projects in the reporting year. Due to the nature of our works, not all projects are able to take meter readings (old infrastructure, only working on half a floor plate etc). We then use all the project energy data we have to calculate a benchmark of kWh per £m project value to calculate the energy use and carbon for each of our divisions (based on annual turnover). Turnover was deemed the most appropriate, as area of project, or length of project would not reflect energy intensive activities (heavy M&E work, extensive strip out works etc). These emissions we then allocated to the Natwest projects based on turnover with Natwest in 2024.

(7.26.14) Where published information has been used, please provide a reference

Fuel and energy related activities not included in scopes 1 and 2 Why the actual change: This is directly related to our scope 2 emissions and so is impacted by our annual turnover. Scope 2 emissions rose in 2024 in line with our turnover, and so these emissions also increased

Row 7

(7.26.1) Requesting member

Select from:

☒ NatWest Group plc

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 1: Purchased goods and services

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

23011580

(7.26.9) Emissions in metric tonnes of CO₂e

1330.05

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

This is the result of the embodied carbon (A1-A3) of materials installed on the projects. This includes materials such as plasterboard, glass, raised access flooring, M&E services, floor finishes etc

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated by using LCA data from projects from the reporting year. We do LCAs on a selection of different projects throughout the year of different types of projects (range of works, sizes etc). We do these using our own third party verified carbon calculator tool, CarboniCa. Based on these LCAs we create a benchmark for the tCO2e per £m turnover of each division to calculate the total A1-A3 emissions for our projects in the year. These emissions we then allocated to the Natwest projects based on turnover with Natwest in 2024.

(7.26.14) Where published information has been used, please provide a reference

Purchased goods and services. Why the methodology change: In 2023's calculation, we used a benchmark of 55% of a project's embodied carbon coming from the services installed. In 2024, our embodied carbon assessments included actual services data (which was not available in 2023). These projects revealed that the 55% figure used last year was an overestimation. In 2023, we included embodied carbon from furniture within the carbon benchmark used to calculate emissions for all projects. However, we are not responsible for furniture on the majority of projects, and in 2024, the carbon from furniture was split out and only allocated to those projects where we specified and managed the furniture install. Both these changes in methodology have resulted in a significant reduction in carbon emissions. This better reflects the nature of our works. Why the actual change: In addition to the methodology changes, we have also been working closely with our design and construction teams to reduce the embodied carbon of products we install on our projects. This includes a focus on retaining existing elements and materials and installing reused and reclaimed materials. We have also been working closely with our supply chain to identify lower carbon material options that we can use.

Row 8

(7.26.1) Requesting member

Select from:

☒ NatWest Group plc

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

78325

(7.26.9) Emissions in metric tonnes of CO₂e

4.53

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These are the WTT and T&D losses associated emissions for the energy allocated in scope 2.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated using the kWh used on Natwest projects calculated in Scope 2, and so are based on the energy benchmark calculated, and not actual consumption data for the Natwest projects

(7.26.14) Where published information has been used, please provide a reference

Fuel and energy related activities not included in scopes 1 and 2 Why the actual change: This is directly related to our scope 2 emissions and so is impacted by our annual turnover. Scope 2 emissions rose in 2024 in line with our turnover, and so these emissions also increased

Row 9

(7.26.1) Requesting member

Select from:

☒ NatWest Group plc

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation not necessary due to type of primary data available

(7.26.9) Emissions in metric tonnes of CO₂e

8.19

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

These are the emissions associated with the waste arising from the Natwest projects in 2024

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are based on actual waste data from all Natwest projects worked in the reporting year. We complete a site waste management plan for every project that details total tonnage of waste produced on a project, split by waste type, and breakdown if the material was recycled, incinerated or landfilled. This tonnage is then converted into carbon for Natwest projects using GOV conversion factors

(7.26.14) Where published information has been used, please provide a reference

Waste generated in operations Why the methodology change: During our review of last year's methodology, we found that an incorrect tonnage was used for one of our waste streams leading to an overestimation of our waste related carbon emissions. The tonnage was amended, and the actual carbon emissions were recalculated

Row 10

(7.26.1) Requesting member

Select from:

☒ NatWest Group plc

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 12: End-of-life treatment of sold products

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

23327801

(7.26.9) Emissions in metric tonnes of CO₂e

208.56

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These are the end of life (C1-C4) emissions for materials installed on the Natwest projects. Materials that are particularly high in this area are metals, glass etc.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated by using LCA data from projects from the reporting year. We do LCAs on a selection of different projects throughout the year of different types of projects (range of works, sizes etc). We do these using our own third party verified carbon calculator tool, CarboniCa. Based on these LCAs we create a benchmark for the tCO₂e per £m turnover of each division to calculate the total C1-C4 emissions for our projects in the year. These emissions we then allocated to the Natwest projects based on turnover with Natwest in 2024.

(7.26.14) Where published information has been used, please provide a reference

End of life treatment of sold products Why the methodology change:: In 2023's calculation, similar to our purchased goods and services calculation, we used a benchmark of 55% of a project's end of life carbon coming from the services installed. In 2024, our carbon assessments included actual services data (which was not available in 2023). These projects revealed that the 55% figure used last year was a significant overestimation. In 2023, we included embodied carbon from furniture within the end of life carbon benchmark used to calculate emissions for all projects. However, we are not responsible for furniture on the majority of projects, and in

2024, the carbon from furniture was split out and only allocated to those projects where we specified and managed the furniture install. Both these changes in methodology have resulted in a significant reduction in carbon emissions. This better reflects the nature of our works.

Row 11

(7.26.1) Requesting member

Select from:

☒ Barclays

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

(7.26.9) Emissions in metric tonnes of CO₂e

0.45

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These emissions are from our use of energy on the construction sites we did for Barclays in 2024.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

To calculate energy use on site emissions, we collate all energy records we have for projects in the reporting year. Due to the nature of our works, not all projects are able to take meter readings (old infrastructure, only working on half a floor plate etc). We then use all the project energy data we have to calculate a benchmark of kWh per £m project value to calculate the energy use and carbon for each of our divisions (based on annual turnover). Turnover was deemed the most appropriate, as area of project, or length of project would not reflect energy intensive activities (heavy M&E work, extensive strip out works etc). These emissions we then allocated to the Barclays projects based on turnover with Barclays in 2024.

(7.26.14) Where published information has been used, please provide a reference

Fuel and energy related activities not included in scopes 1 and 2 Why the actual change: This is directly related to our scope 2 emissions and so is impacted by our annual turnover. Scope 2 emissions rose in 2024 in line with our turnover, and so these emissions also increased.

Row 12**(7.26.1) Requesting member**

Select from:

☒ Barclays

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 1: Purchased goods and services

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

761368

(7.26.9) Emissions in metric tonnes of CO2e

44.01

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

This is the result of the embodied carbon (A1-A3) of materials installed on the projects. This includes materials such as plasterboard, glass, raised access flooring, M&E services, floor finishes etc

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated by using LCA data from projects from the reporting year. We do LCAs on a selection of different projects throughout the year of different types of projects (range of works, sizes etc). We do these using our own third party verified carbon calculator tool, CarboniCa. Based on these LCAs we create a benchmark for the tCO2e per £m turnover of each division to calculate the total A1-A3 emissions for our projects in the year. These emissions we then allocated to the Barclays projects based on turnover with Barclays in 2024.

(7.26.14) Where published information has been used, please provide a reference

Purchased goods and services. Why the methodology change: In 2023's calculation, we used a benchmark of 55% of a project's embodied carbon coming from the services installed. In 2024, our embodied carbon assessments included actual services data (which was not available in 2023). These projects revealed that the 55% figure used last year was an overestimation. In 2023, we included embodied carbon from furniture within the carbon benchmark used to calculate emissions for all projects. However, we are not responsible for furniture on the majority of projects, and in 2024, the carbon from furniture was split out and only allocated to those projects where we specified and managed the furniture install. Both these changes in methodology have resulted in a significant reduction in carbon emissions. This better reflects the nature of our works. Why the actual change: In addition to the methodology changes, we have also been working closely with our design and construction teams to reduce the embodied carbon of products we install on our projects. This includes a focus on retaining existing elements and materials and installing reused and reclaimed materials. We have also been working closely with our supply chain to identify lower carbon material options that we can use.

Row 13

(7.26.1) Requesting member

Select from:

☒ Barclays

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

2592

(7.26.9) Emissions in metric tonnes of CO₂e

0.15

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These are the WTT and T&D losses associated emissions for the energy allocated in scope 2.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated using the kWh used on Barclays projects calculated in Scope 2, and so are based on the energy benchmark calculated, and not actual consumption data for the Barclays projects

(7.26.14) Where published information has been used, please provide a reference

Fuel and energy related activities not included in scopes 1 and 2 Why the actual change: This is directly related to our scope 2 emissions and so is impacted by our annual turnover. Scope 2 emissions rose in 2024 in line with our turnover, and so these emissions also increased.

Row 14

(7.26.1) Requesting member

Select from:

☒ Barclays

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation not necessary due to type of primary data available

(7.26.9) Emissions in metric tonnes of CO₂e

1.91

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

These are the emissions associated with the waste arising from the Barclays projects in 2024

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are based on actual waste data from all Barclays projects worked in the reporting year. We complete a site waste management plan for every project that details total tonnage of waste produced on a project, split by waste type, and breakdown if the material was recycled, incinerated or landfilled. This tonnage is then converted into carbon for Barclays projects using GOV conversion factors

(7.26.14) Where published information has been used, please provide a reference

Waste generated in operations Why the methodology change: During our review of last year's methodology, we found that an incorrect tonnage was used for one of our waste streams leading to an overestimation of our waste related carbon emissions. The tonnage was amended, and the actual carbon emissions were recalculated.

Row 15

(7.26.1) Requesting member

Select from:

☒ Barclays

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 12: End-of-life treatment of sold products

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

771831

(7.26.9) Emissions in metric tonnes of CO₂e

6.9

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These are the end of life (C1-C4) emissions for materials installed on the Barclays projects. Materials that are particularly high in this area are metals, glass etc.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated by using LCA data from projects from the reporting year. We do LCAs on a selection of different projects throughout the year of different types of projects (range of works, sizes etc). We do these using our own third party verified carbon calculator tool, CarboniCa. Based on these LCAs we create a benchmark for the tCO2e per £m turnover of each division to calculate the total C1-C4 emissions for our projects in the year. These emissions we then allocated to the Barclays projects based on turnover with Barclays in 2024.

(7.26.14) Where published information has been used, please provide a reference

End of life treatment of sold products Why the methodology change:: In 2023's calculation, similar to our purchased goods and services calculation, we used a benchmark of 55% of a project's end of life carbon coming from the services installed. In 2024, our carbon assessments included actual services data (which was not available in 2023). These projects revealed that the 55% figure used last year was a significant overestimation. In 2023, we included embodied carbon from furniture within the end of life carbon benchmark used to calculate emissions for all projects. However, we are not responsible for furniture on the majority of projects, and in 2024, the carbon from furniture was split out and only allocated to those projects where we specified and managed the furniture install. Both these changes in methodology have resulted in a significant reduction in carbon emissions. This better reflects the nature of our works.

Row 16

(7.26.1) Requesting member

Select from:

☒ National Gas Transmission

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

2714

(7.26.9) Emissions in metric tonnes of CO₂e

0.16

(7.26.10) Uncertainty (±%)

9

(7.26.11) Major sources of emissions

These emissions are from our use of energy on the construction sites we did for National Gas Transmission in 2024.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

To calculate energy use on site emissions, we collate all energy records we have for projects in the reporting year. Due to the nature of our works, not all projects are able to take meter readings (old infrastructure, only working on half a floor plate etc). We then use all the project energy data we have to calculate a benchmark of kWh per £m project value to calculate the energy use and carbon for each of our divisions (based on annual turnover). Turnover was deemed the most appropriate, as area of project, or length of project would not reflect energy intensive activities (heavy M&E work, extensive strip out works etc). These emissions we then allocated to the National Gas Transmission projects based on turnover with National Gas Transmission in 2024.

(7.26.14) Where published information has been used, please provide a reference

Fuel and energy related activities not included in scopes 1 and 2 Why the actual change: This is directly related to our scope 2 emissions and so is impacted by our annual turnover. Scope 2 emissions rose in 2024 in line with our turnover, and so these emissions also increased

Row 17

(7.26.1) Requesting member

Select from:

☒ National Gas Transmission

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 1: Purchased goods and services

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

262571

(7.26.9) Emissions in metric tonnes of CO₂e

15.18

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

This is the result of the embodied carbon (A1-A3) of materials installed on the projects. This includes materials such as plasterboard, glass, raised access flooring, M&E services, floor finishes etc

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated by using LCA data from projects from the reporting year. We do LCAs on a selection of different projects throughout the year of different types of projects (range of works, sizes etc). We do these using our own third party verified carbon calculator tool, CarboniCa. Based on these LCAs we create a benchmark for the tCO2e per £m turnover of each division to calculate the total A1-A3 emissions for our projects in the year. These emissions we then allocated to the National Gas Transmission projects based on turnover with National Gas Transmission in 2024.

(7.26.14) Where published information has been used, please provide a reference

Purchased goods and services. Why the methodology change: In 2023's calculation, we used a benchmark of 55% of a project's embodied carbon coming from the services installed. In 2024, our embodied carbon assessments included actual services data (which was not available in 2023). These projects revealed that the 55% figure used last year was an overestimation. In 2023, we included embodied carbon from furniture within the carbon benchmark used to calculate emissions for all projects. However, we are not responsible for furniture on the majority of projects, and in 2024, the carbon from furniture was split out and only allocated to those projects where we specified and managed the furniture install. Both these changes in methodology have resulted in a significant reduction in carbon emissions. This better reflects the nature of our works. Why the actual change: In addition to the methodology changes, we have also been working closely with our design and construction teams to reduce the embodied carbon of products we install on our projects. This includes a focus on retaining existing elements and materials and installing reused and reclaimed materials. We have also been working closely with our supply chain to identify lower carbon material options that we can use.

Row 18

(7.26.1) Requesting member

Select from:

☒ National Gas Transmission

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

894

(7.26.9) Emissions in metric tonnes of CO₂e

0.05

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These are the WTT and T&D losses associated emissions for the energy allocated in scope 2.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated using the kWh used on National Gas Transmission projects calculated in Scope 2, and so are based on the energy benchmark calculated, and not actual consumption data for the National Gas Transmission projects

(7.26.14) Where published information has been used, please provide a reference

Fuel and energy related activities not included in scopes 1 and 2 Why the actual change: This is directly related to our scope 2 emissions and so is impacted by our annual turnover. Scope 2 emissions rose in 2024 in line with our turnover, and so these emissions also increased.

Row 19

(7.26.1) Requesting member

Select from:

☒ National Gas Transmission

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation not necessary due to type of primary data available

(7.26.9) Emissions in metric tonnes of CO₂e

0.48

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

These are the emissions associated with the waste arising from the National Gas Transmission projects in 2024

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are based on actual waste data from all National Gas Transmission projects worked in the reporting year. We complete a site waste management plan for every project that details total tonnage of waste produced on a project, split by waste type, and breakdown if the material was recycled, incinerated or landfilled. This tonnage is then converted into carbon for National Gas Transmission projects using GOV conversion factors

(7.26.14) Where published information has been used, please provide a reference

Waste generated in operations Why the methodology change: During our review of last year's methodology, we found that an incorrect tonnage was used for one of our waste streams leading to an overestimation of our waste related carbon emissions. The tonnage was amended, and the actual carbon emissions were recalculated

Row 20

(7.26.1) Requesting member

Select from:

☒ National Gas Transmission

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 12: End-of-life treatment of sold products

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

266179

(7.26.9) Emissions in metric tonnes of CO₂e

2.38

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These are the end of life (C1-C4) emissions for materials installed on the National Gas Transmission projects. Materials that are particularly high in this area are metals, glass etc.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated by using LCA data from projects from the reporting year. We do LCAs on a selection of different projects throughout the year of different types of projects (range of works, sizes etc). We do these using our own third party verified carbon calculator tool, CarboniCa. Based on these LCAs we create a benchmark for the tCO2e per £m turnover of each division to calculate the total C1-C4 emissions for our projects in the year. These emissions we then allocated to the National Gas Transmission projects based on turnover with National Gas Transmission in 2024.

(7.26.14) Where published information has been used, please provide a reference

End of life treatment of sold products Why the methodology change:: In 2023's calculation, similar to our purchased goods and services calculation, we used a benchmark of 55% of a project's end of life carbon coming from the services installed. In 2024, our carbon assessments included actual services data (which was not available in 2023). These projects revealed that the 55% figure used last year was a significant overestimation. In 2023, we included embodied carbon from furniture within the end of life carbon benchmark used to calculate emissions for all projects. However, we are not responsible for furniture on the majority of projects, and in 2024, the carbon from furniture was split out and only allocated to those projects where we specified and managed the furniture install. Both these changes in methodology have resulted in a significant reduction in carbon emissions. This better reflects the nature of our works.

Row 21

(7.26.1) Requesting member

Select from:

☒ Lloyds Banking Group

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

564211

(7.26.9) Emissions in metric tonnes of CO₂e

26.06

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These emissions are from our use of energy on the construction sites we did for Lloyds in 2024.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

To calculate energy use on site emissions, we collate all energy records we have for projects in the reporting year. Due to the nature of our works, not all projects are able to take meter readings (old infrastructure, only working on half a floor plate etc). We then use all the project energy data we have to calculate a benchmark of kWh per £m project value to calculate the energy use and carbon for each of our divisions (based on annual turnover). Turnover was deemed the most appropriate,

as area of project, or length of project would not reflect energy intensive activities (heavy M&E work, extensive strip out works etc). These emissions we then allocated to the Lloyds projects based on turnover with Lloyds in 2024.

(7.26.14) Where published information has been used, please provide a reference

Fuel and energy related activities not included in scopes 1 and 2 Why the actual change: This is directly related to our scope 2 emissions and so is impacted by our annual turnover. Scope 2 emissions rose in 2024 in line with our turnover, and so these emissions also increased.

Row 22

(7.26.1) Requesting member

Select from:

☒ Lloyds Banking Group

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 1: Purchased goods and services

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

43448157

(7.26.9) Emissions in metric tonnes of CO₂e

2006.87

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

This is the result of the embodied carbon (A1-A3) of materials installed on the projects. This includes materials such as plasterboard, glass, raised access flooring, M&E services, floor finishes etc

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated by using LCA data from projects from the reporting year. We do LCAs on a selection of different projects throughout the year of different types of projects (range of works, sizes etc). We do these using our own third party verified carbon calculator tool, CarboniCa. Based on these LCAs we create a benchmark for the tCO₂e per £m turnover of each division to calculate the total A1-A3 emissions for our projects in the year. Of the two projects we worked

on for Lloyds in 2024, one had an LCA undertaken, the other finishes in 2025, and will have the LCA completed in 2025. We have used the actual carbon from the LCA for the project completed in 2025, and then used the benchmark for the turnover of the other project in 2024 to calculate total A1-A3 emissions for 2024.

(7.26.14) Where published information has been used, please provide a reference

Purchased goods and services. Why the methodology change: In 2023's calculation, we used a benchmark of 55% of a project's embodied carbon coming from the services installed. In 2024, our embodied carbon assessments included actual services data (which was not available in 2023). These projects revealed that the 55% figure used last year was an overestimation. In 2023, we included embodied carbon from furniture within the carbon benchmark used to calculate emissions for all projects. However, we are not responsible for furniture on the majority of projects, and in 2024, the carbon from furniture was split out and only allocated to those projects where we specified and managed the furniture install. Both these changes in methodology have resulted in a significant reduction in carbon emissions. This better reflects the nature of our works. Why the actual change: In addition to the methodology changes, we have also been working closely with our design and construction teams to reduce the embodied carbon of products we install on our projects. This includes a focus on retaining existing elements and materials and installing reused and reclaimed materials. We have also been working closely with our supply chain to identify lower carbon material options that we can use.

Row 23

(7.26.1) Requesting member

Select from:

☒ Lloyds Banking Group

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

183763

(7.26.9) Emissions in metric tonnes of CO₂e

8.58

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These are the WTT and T&D losses associated emissions for the energy allocated in scope 2.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated using the kWh used on Lloyds projects calculated in Scope 2, and so are based on the energy benchmark calculated, and not actual consumption data for the Lloyds projects

(7.26.14) Where published information has been used, please provide a reference

Fuel and energy related activities not included in scopes 1 and 2 Why the actual change: This is directly related to our scope 2 emissions and so is impacted by our annual turnover. Scope 2 emissions rose in 2024 in line with our turnover, and so these emissions also increased.

Row 24

(7.26.1) Requesting member

Select from:

☒ Lloyds Banking Group

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation not necessary due to type of primary data available

(7.26.9) Emissions in metric tonnes of CO₂e

55.19

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

These are the emissions associated with the waste arising from the Lloyds projects in 2024

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are based on actual waste data from all Lloyds projects worked in the reporting year. We complete a site waste management plan for every project that details total tonnage of waste produced on a project, split by waste type, and breakdown if the material was recycled, incinerated or landfilled. This tonnage is then converted into carbon for Lloyds projects using GOV conversion factors

(7.26.14) Where published information has been used, please provide a reference

Waste generated in operations Why the methodology change: During our review of last year's methodology, we found that an incorrect tonnage was used for one of our waste streams leading to an overestimation of our waste related carbon emissions. The tonnage was amended, and the actual carbon emissions were recalculated.

Row 25

(7.26.1) Requesting member

Select from:

☒ Lloyds Banking Group

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 12: End-of-life treatment of sold products

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

44198131

(7.26.9) Emissions in metric tonnes of CO₂e

369.87

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These are the end of life (C1-C4) emissions for materials installed on the Lloyds projects. Materials that are particularly high in this area are metals, glass etc.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated by using LCA data from projects from the reporting year. We do LCAs on a selection of different projects throughout the year of different types of projects (range of works, sizes etc). We do these using our own third party verified carbon calculator tool, CarboniCa. Based on these LCAs we create a benchmark for the tCO₂e per £m turnover of each division to calculate the total C1-C4 emissions for our projects in the year. Of the two projects we worked on for Lloyds in 2024, one had an LCA undertaken, the other finishes in 2025, and will have the LCA completed in 2025. We have used the actual carbon from the LCA for the project completed in 2025, and then used the benchmark for the turnover of the other project in 2024 to calculate total C1-C4 emissions for 2024.

(7.26.14) Where published information has been used, please provide a reference

End of life treatment of sold products Why the methodology change:: In 2023's calculation, similar to our purchased goods and services calculation, we used a benchmark of 55% of a project's end of life carbon coming from the services installed. In 2024, our carbon assessments included actual services data (which was not available in 2023). These projects revealed that the 55% figure used last year was a significant overestimation. In 2023, we included embodied carbon from furniture within the end of life carbon benchmark used to calculate emissions for all projects. However, we are not responsible for furniture on the majority of projects, and in

2024, the carbon from furniture was split out and only allocated to those projects where we specified and managed the furniture install. Both these changes in methodology have resulted in a significant reduction in carbon emissions. This better reflects the nature of our works.

Row 26

(7.26.1) Requesting member

Select from:

☒ Goldman Sachs Group Inc.

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

(7.26.9) Emissions in metric tonnes of CO2e

2.72

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These emissions are from our use of energy on the construction sites we did for Goldman Sachs in 2024.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

To calculate energy use on site emissions, we collate all energy records we have for projects in the reporting year. Due to the nature of our works, not all projects are able to take meter readings (old infrastructure, only working on half a floor plate etc). We then use all the project energy data we have to calculate a benchmark of kWh per £m project value to calculate the energy use and carbon for each of our divisions (based on annual turnover). Turnover was deemed the most appropriate, as area of project, or length of project would not reflect energy intensive activities (heavy M&E work, extensive strip out works etc). These emissions we then allocated to the Goldman Sachs projects based on turnover with Goldman Sachs in 2024.

(7.26.14) Where published information has been used, please provide a reference

Fuel and energy related activities not included in scopes 1 and 2 Why the actual change: This is directly related to our scope 2 emissions and so is impacted by our annual turnover. Scope 2 emissions rose in 2024 in line with our turnover, and so these emissions also increased.

Row 27

(7.26.1) Requesting member

Select from:

☒ Goldman Sachs Group Inc.

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 1: Purchased goods and services

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

4601489

(7.26.9) Emissions in metric tonnes of CO2e

2382

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

This is the result of the embodied carbon (A1-A3) of materials installed on the projects. This includes materials such as office furniture, glazed partitions and metal studwork for partitions

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

An embodied carbon assesement (A1-A3) was undertaken by the sustainability consultant for the project, analysing all materials that were installed on the project; this number is the total emissions identified in the report.

(7.26.14) Where published information has been used, please provide a reference

Purchased goods and services. Why the methodology change: In 2023's calculation, we used a benchmark of 55% of a project's embodied carbon coming from the services installed. In 2024, our embodied carbon assessments included actual services data (which was not available in 2023). These projects revealed that the 55% figure used last year was an overestimation. In 2023, we included embodied carbon from furniture within the carbon benchmark used to calculate emissions for all projects. However, we are not responsible for furniture on the majority of projects, and in 2024, the carbon from furniture was split out and only allocated to those projects where we specified and managed the furniture install. Both these changes in methodology have resulted in a significant reduction in carbon emissions. This better reflects the nature of our works. Why the actual change: In addition to the methodology changes, we have also been working closely with our design and construction teams to reduce the embodied carbon of products we install on our projects. This includes a focus on retaining existing elements and materials and installing reused and reclaimed materials. We have also been working closely with our supply chain to identify lower carbon material options that we can use.

Row 28

(7.26.1) Requesting member

Select from:

☒ Goldman Sachs Group Inc.

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

(7.26.9) Emissions in metric tonnes of CO₂e

0.89

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These are the WTT and T&D losses associated emissions for the energy allocated in scope 2.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated using the kWh used on Goldman Sachs projects calculated in Scope 2, and so are based on the energy benchmark calculated, and not actual consumption data for the Goldman Sachs projects

(7.26.14) Where published information has been used, please provide a reference

Fuel and energy related activities not included in scopes 1 and 2 Why the actual change: This is directly related to our scope 2 emissions and so is impacted by our annual turnover. Scope 2 emissions rose in 2024 in line with our turnover, and so these emissions also increased.

Row 29**(7.26.1) Requesting member**

Select from:

☒ Goldman Sachs Group Inc.

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation not necessary due to type of primary data available

(7.26.9) Emissions in metric tonnes of CO₂e

3.93

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

These are the emissions associated with the waste arising from the Goldman Sachs projects in 2024

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are based on actual waste data from all Goldman Sachs projects worked in the reporting year. We complete a site waste management plan for every project that details total tonnage of waste produced on a project, split by waste type, and breakdown if the material was recycled, incinerated or landfilled. This tonnage is then converted into carbon for Goldman Sachs projects using GOV conversion factors

(7.26.14) Where published information has been used, please provide a reference

Waste generated in operations Why the methodology change: During our review of last year's methodology, we found that an incorrect tonnage was used for one of our waste streams leading to an overestimation of our waste related carbon emissions. The tonnage was amended, and the actual carbon emissions were recalculated.

Row 30

(7.26.1) Requesting member

Select from:

☒ Goldman Sachs Group Inc.

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 12: End-of-life treatment of sold products

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

4608464

(7.26.9) Emissions in metric tonnes of CO₂e

41.2

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These are the end of life (C1-C4) emissions for materials installed on the Goldman Sachs projects. Materials that are particularly high in this area are metals, glass etc.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated by using LCA data from projects from the reporting year. We do LCAs on a selection of different projects throughout the year of different types of projects (range of works, sizes etc). We do these using our own third party verified carbon calculator tool, CarboniCa. Based on these LCAs we create a benchmark for the tCO2e per £m turnover of each division to calculate the total C1-C4 emissions for our projects in the year.

(7.26.14) Where published information has been used, please provide a reference

End of life treatment of sold products Why the methodology change:: In 2023's calculation, similar to our purchased goods and services calculation, we used a benchmark of 55% of a project's end of life carbon coming from the services installed. In 2024, our carbon assessments included actual services data (which was not available in 2023). These projects revealed that the 55% figure used last year was a significant overestimation. In 2023, we included embodied carbon from furniture within the end of life carbon benchmark used to calculate emissions for all projects. However, we are not responsible for furniture on the majority of projects, and in 2024, the carbon from furniture was split out and only allocated to those projects where we specified and managed the furniture install. Both these changes in methodology have resulted in a significant reduction in carbon emissions. This better reflects the nature of our works.

Row 31

(7.26.1) Requesting member

Select from:

☒ Deloitte Touche Tohmatsu Limited

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

25613

(7.26.9) Emissions in metric tonnes of CO₂e

2.72

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These emissions are from our use of energy on the construction sites we did for Dloitte in 2024.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

To calculate energy use on site emissions, we collate all energy records we have for projects in the reporting year. Due to the nature of our works, not all projects are able to take meter readings (old infrastructure, only working on half a floor plate etc). We then use all the project energy data we have to calculate a benchmark of kWh per £m project value to calculate the energy use and carbon for each of our divisions (based on annual turnover). Turnover was deemed the most appropriate, as area of project, or length of project would not reflect energy intensive activities (heavy M&E work, extensive strip out works etc). These emissions we then allocated to the Dloitte projects based on turnover with Dloitte in 2024.

(7.26.14) Where published information has been used, please provide a reference

Fuel and energy related activities not included in scopes 1 and 2 Why the actual change: This is directly related to our scope 2 emissions and so is impacted by our annual turnover. Scope 2 emissions rose in 2024 in line with our turnover, and so these emissions also increased

Row 32

(7.26.1) Requesting member

Select from:

☒ Deloitte Touche Tohmatsu Limited

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 1: Purchased goods and services

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

22460454

(7.26.9) Emissions in metric tonnes of CO₂e

2382

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

This is the result of the embodied carbon (A1-A3) of materials installed on the projects. This includes materials such as office furniture, glazed partitions and metal studwork for partitions

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

We completed LCAs for the three projects we worked on for Deloitte in 2024. This involved calculating the total embodied carbon (A1-A3) of all materials and equipment installed as part of Overbury's contract. This was done on our own, third-party verified carbon calculator tool, CarboniCa. The numbers reported here are the total carbon reported from these assessments.

(7.26.14) Where published information has been used, please provide a reference

Purchased goods and services. Why the methodology change: In 2023's calculation, we used a benchmark of 55% of a project's embodied carbon coming from the services installed. In 2024, our embodied carbon assessments included actual services data (which was not available in 2023). These projects revealed that the 55% figure used last year was an overestimation. In 2023, we included embodied carbon from furniture within the carbon benchmark used to calculate emissions for all projects. However, we are not responsible for furniture on the majority of projects, and in 2024, the carbon from furniture was split out and only allocated to those projects where we specified and managed the furniture install. Both these changes in methodology have resulted in a significant reduction in carbon emissions. This better reflects the nature of our works. Why the actual change: In addition to the methodology changes, we have also been working closely with our design and construction teams to reduce the embodied carbon of products we install on our projects. This includes a focus on retaining existing elements and materials and installing reused and reclaimed materials. We have also been working closely with our supply chain to identify lower carbon material options that we can use.

Row 33

(7.26.1) Requesting member

Select from:

☒ Deloitte Touche Tohmatsu Limited

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

8433

(7.26.9) Emissions in metric tonnes of CO₂e

0.89

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These are the WTT and T&D losses associated emissions for the energy allocated in scope 2.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are calculated using the kWh used on Dloitte projects calculated in Scope 2, and so are based on the energy benchmark calculated, and not actual consumption data for the Dloitte projects

(7.26.14) Where published information has been used, please provide a reference

Fuel and energy related activities not included in scopes 1 and 2 Why the actual change: This is directly related to our scope 2 emissions and so is impacted by our annual turnover. Scope 2 emissions rose in 2024 in line with our turnover, and so these emissions also increased

Row 34

(7.26.1) Requesting member

Select from:

☒ Deloitte Touche Tohmatsu Limited

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation not necessary due to type of primary data available

(7.26.9) Emissions in metric tonnes of CO₂e

3.93

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

These are the emissions associated with the waste arising from the Dloitte projects in 2024

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

These emissions are based on actual waste data from all Dloitte projects worked in the reporting year. We complete a site waste management plan for every project that details total tonnage of waste produced on a project, split by waste type, and breakdown if the material was recycled, incinerated or landfilled. This tonnage is then converted into carbon for Dloitte projects using GOV conversion factors

(7.26.14) Where published information has been used, please provide a reference

Waste generated in operations Why the methodology change: During our review of last year's methodology, we found that an incorrect tonnage was used for one of our waste streams leading to an overestimation of our waste related carbon emissions. The tonnage was amended, and the actual carbon emissions were recalculated.

Row 35

(7.26.1) Requesting member

Select from:

☒ Deloitte Touche Tohmatsu Limited

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 12: End-of-life treatment of sold products

(7.26.4) Allocation level

Select from:

☒ Business unit (subsidiary company)

(7.26.5) Allocation level detail

These emissions are from Overbury, fit out division of the Morgan Sindall Group

(7.26.6) Allocation method

Select from:

☒ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

22494500

(7.26.9) Emissions in metric tonnes of CO₂e

41.2

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

These are the end of life (C1-C4) emissions for materials installed on the Dloitte projects. Materials that are particularly high in this area are metals, glass etc.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

We completed LCAs for the three projects we worked on for Deloitte in 2024. This involved calculating the total end of life carbon (C1-C4) of all materials and equipment installed as part of Overbury's contract. This was done on our own, third-party verified carbon calculator tool, CarboniCa. The numbers reported here are the total carbon reported from these assessments.

(7.26.14) Where published information has been used, please provide a reference

End of life treatment of sold products Why the methodology change:: In 2023's calculation, similar to our purchased goods and services calculation, we used a benchmark of 55% of a project's end of life carbon coming from the services installed. In 2024, our carbon assessments included actual services data (which was not available in 2023). These projects revealed that the 55% figure used last year was a significant overestimation. In 2023, we included embodied carbon from furniture within the end of life carbon benchmark used to calculate emissions for all projects. However, we are not responsible for furniture on the majority of projects, and in 2024, the carbon from furniture was split out and only allocated to those projects where we specified and managed the furniture install. Both these changes in methodology have resulted in a significant reduction in carbon emissions. This better reflects the nature of our works.

[Add row]

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:

☒ Managing the different emission factors of diverse and numerous geographies makes calculating total footprint difficult

(7.27.2) Please explain what would help you overcome these challenges

In any year, the Group has around 500 projects at varying stages of completion, which makes the collation of individual project carbon emissions very difficult. Consequently, the customer data across the full spectrum of products and services is very difficult and administratively burdensome. Where customers request the carbon footprint of individual projects, or aggregated total emissions, this can be executed, when instructed at the time of work winning. It is important to establish the requirements for reporting at the earliest opportunity so that adequate resources (personnel, financial, ICT, training, time, availability, etc) can be mobilised and allocated appropriately. It should also be noted that for the many thousands of materials and products used during the construction process, a carbon figure may not be available, presenting the potential for inaccuracy of any reporting. The continuing development of information by supply chain partners and provision of the information to contractors is an area that is progressing, however there are still gaps. In 2018 the Group adopted science-based targets to reduce our carbon emissions, which were validated by the global Science Based Targets initiative. Targets are considered to be science-based if they are in line with the level of decarbonisation required to keep the global temperature increase below 2 degrees Celsius, compared to pre-industrial temperatures. We have reported against our science-based targets in our 2020 Responsible Business Report. In 2020, our climate action group, which is independently chaired and whose members represent all divisions, rolled out carbon calculator tool "CarboniCa" which they have developed, to help manage our carbon usage and meet our new targets. In 2018 we were one of 11 businesses selected to partner with the Mayor of London's campaign to make London a zero-carbon city by 2050. This involves reducing our carbon usage and waste generated in our offices and on any project.

[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:

☒ Yes

(7.28.2) Describe how you plan to develop your capabilities

The Group continues to monitor the situation with regard to carbon foot printing of individual projects and therefore its customers. We are able to provide the carbon footprint of an individual project if required by the client as long as the appropriate resource is deployed, as stated above, at contract award stage. As the subject area evolves and robust and common methodologies for calculation techniques come to the fore, then the Group will be in a position to provide enhanced reporting where specific projects and customer requirements can be addressed CarboniCa: Our carbon reduction tool assesses the potential emissions of a project and building early in the design stage, including carbon embodied in the materials and projected emissions throughout the building's life cycle. The tool highlights elements that will result in higher emissions and suggests lower carbon alternatives for the client, designer and supply chain to consider. Launched in 2020, we have continued to roll out the tool to all divisions, with 50% of our construction projects now set up to use it. We have also developed a web-based app that will extend the tool's use and accessibility. As an example of CarboniCa's effectiveness, Construction used it on a project for the Wirral Growth Company, a joint venture between Wirral Council and Urban Regeneration, to reduce the whole life carbon of two office buildings by 1,977 tonnes of CO₂e. The reductions were achieved by using lower-carbon alternatives to concrete mix and steel, and reducing the volume of the structural framing system. goldeni: Property Services' software uses sensors placed in social housing to provide landlords and residents with real-time data that helps ensure their properties are healthy, compliant and energy efficient. Sensors can pick up water leaks, for example, or a boiler in need of servicing, and by tracking homes using central heating too often or too little can identify properties in fuel poverty or that need additional insulation. In 2022, Property Services entered an agreement with Basildon Borough Council to install goldeni sensors in the council's 10,000+ homes. Construction is currently trialling goldeni on one of its projects to provide real-time environmental data on carbon and air quality. Carbon Zero: Property Services launched a new software platform in 2022 to help social housing landlords improve their properties' carbon performance and ensure they achieve an Energy Performance Certificate rating of C by 2035, as required by the government's Clean Growth Strategy. The tool collects and analyses data from sources such as asset management systems and surveys, and provides a net zero route map for each property, including the components and labour needed for improvements, costs and a timeline for completion. Landlords can adjust the route map, for example to match available funds or supply chain capacity and to prioritise tenants in fuel poverty. Passivhaus: Urban Regeneration is working to define new Passivhaus levels of performance to be applied to all new homes in its developments.

[Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☒ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	<i>Select from:</i> <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired electricity	<i>Select from:</i> <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired heat	<i>Select from:</i> <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired steam	<i>Select from:</i> <input checked="" type="checkbox"/> No
Consumption of purchased or acquired cooling	<i>Select from:</i> <input checked="" type="checkbox"/> No
Generation of electricity, heat, steam, or cooling	<i>Select from:</i> <input checked="" type="checkbox"/> No

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☒ LHV (lower heating value)

(7.30.1.2) MWh from renewable sources

20879.43

(7.30.1.3) MWh from non-renewable sources

32984.78

(7.30.1.4) Total (renewable + non-renewable) MWh

53864.21

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☒ LHV (lower heating value)

(7.30.1.2) MWh from renewable sources

9447.8

(7.30.1.3) MWh from non-renewable sources

7869.44

(7.30.1.4) Total (renewable + non-renewable) MWh

17317.24

Consumption of purchased or acquired heat

(7.30.1.1) Heating value

Select from:

☒ LHV (lower heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

109.63

(7.30.1.4) Total (renewable + non-renewable) MWh

109.63

Total energy consumption

(7.30.1.1) Heating value

Select from:

☒ LHV (lower heating value)

(7.30.1.2) MWh from renewable sources

30327.23

(7.30.1.3) MWh from non-renewable sources

40963.85

(7.30.1.4) Total (renewable + non-renewable) MWh

71291.08

[Fixed row]

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	<i>Select from:</i> <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of heat	<i>Select from:</i> <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of steam	<i>Select from:</i> <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of cooling	<i>Select from:</i> <input checked="" type="checkbox"/> No
Consumption of fuel for co-generation or tri-generation	<i>Select from:</i> <input checked="" type="checkbox"/> No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

☒ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Not applicable

Other biomass

(7.30.7.1) Heating value

Select from:

☒ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Not applicable

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☒ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

20879.43

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

20879.43

(7.30.7.8) Comment

HVO consumed in on-site plant machinery.

Coal

(7.30.7.1) Heating value

Select from:

☒ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Not applicable

Oil

(7.30.7.1) Heating value

Select from:

☒ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Not applicable

Gas

(7.30.7.1) Heating value

Select from:

☒ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

3183.09

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

3183.09

(7.30.7.8) Comment

Natural gas consumed in buildings for space heating and domestic hot water production.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☒ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

29801.69

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

29801.69

(7.30.7.8) Comment

Diesel, petrol and gas oil used in road vehicles and/or on-site plant machinery.

Total fuel

(7.30.7.1) Heating value

Select from:

☒ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

53864.21

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

53864.21

(7.30.7.8) Comment

Total sum of above sources

[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:

☒ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :Wind, solar, hydropower

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

9447.8

(7.30.14.6) Tracking instrument used

Select from:

☒ REGO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ United Kingdom of Great Britain and Northern Ireland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

Mixed-source 100% renewable electricity tariffs from Eon (ECOact verified) and EDF (Carbon Trust verified)
[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Austria

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

7

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

109.63

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

116.63

Switzerland

(7.30.16.1) Consumption of purchased electricity (MWh)

64.43

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

64.43

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

17245.8

(7.30.16.2) Consumption of self-generated electricity (MWh)

135.42

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

17381.22
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.0000025632

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

11653

(7.45.3) Metric denominator

Select from:

☒ unit total revenue

(7.45.4) Metric denominator: Unit total

4546200000

(7.45.5) Scope 2 figure used

Select from:

☒ Location-based

(7.45.6) % change from previous year

7.6

(7.45.7) Direction of change

Select from:

☒ Decreased

(7.45.8) Reasons for change

Select all that apply

☒ Other emissions reduction activities

☒ Change in revenue

(7.45.9) Please explain

*HVO consumption has intentionally increased again, displacing more bulk diesel from site-based construction operations. Last year, there were an additional 9 tonnes of CO₂e emitted due to increased HVO consumption. Scope 1 & Scope 2 combined last year were 11,424.36 tCO₂e. The percentage change in emissions due to increased HVO consumption is: $(9/11,424.36) * 100 = 0.0787\%$ Commercial fleet emissions have fallen by 39 tCO₂e, whilst emissions associated with business*

mileage in company cars has fallen by 132 tCO2e. Both are attributable to increased adoption of fully-electric and hybrid vehicles, despite increased mileages. Bulk fuel consumption reduced by 754 tCO2e due to less large infrastructure projects. Scope 1 & Scope 2 combined last year were 11,424,36 tCO2e. The percentage change in emissions due to increased HVO consumption is: $(925/11,424.36) * 100 = 8.0967\%$ Revenue increased by 10.4% (£4,118m 2023 to £4,546 2024)

Row 2

(7.45.1) Intensity figure

0.001109654

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

11653

(7.45.3) Metric denominator

Select from:
☒ square foot

(7.45.4) Metric denominator: Unit total

10501469

(7.45.5) Scope 2 figure used

Select from:
☒ Location-based

(7.45.6) % change from previous year

7.99

(7.45.7) Direction of change

Select from:
☒ Increased

(7.45.8) Reasons for change

Select all that apply

- ☒ Other emissions reduction activities
- ☒ Change in revenue
- ☒ Other, please specify :Change in floor area

(7.45.9) Please explain

HVO consumption has intentionally increased again, displacing more bulk diesel from site-based construction operations. Last year, there were an additional 9 tonnes of CO₂e emitted due to increased HVO consumption. Scope 1 & Scope 2 combined last year were 11,424.36 tCO₂e. The percentage change in emissions due to increased HVO consumption is: $(9/11,424.36) * 100 = 0.0787\%$ Commercial fleet emissions have fallen by 39 tCO₂e, whilst emissions associated with business mileage in company cars has fallen by 132 tCO₂e. Both are attributable to increased adoption of fully-electric and hybrid vehicles, despite increased mileages. Bulk fuel consumption reduced by 754 tCO₂e due to less large infrastructure projects. Scope 1 & Scope 2 combined last year were 11,424.36 tCO₂e. The percentage change in emissions due to increased HVO consumption is: $(925/11,424.36) * 100 = 8.0967\%$ Revenue increased by 10.4% (£4,118m 2023 to £4,546 2024). Floor area decreased by 5.55% (11,118,815 sqft in 2023 to 10,501,469 in 2024).

[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:

- ☒ Other, please specify :Number of projects using CarboniCa

(7.52.2) Metric value

218

(7.52.3) Metric numerator

New projects registered with carbon reduction tool

(7.52.4) Metric denominator (intensity metric only)

Not applicable

(7.52.5) % change from previous year

3.81

(7.52.6) Direction of change

Select from:

☒ Increased

(7.52.7) Please explain

In 2020 we had developed CarboniCa, a carbon reduction tool to assesses the potential emissions of a project and building early in the design stage, including carbon embodied in the materials and projected emissions throughout the building's life cycle. The tool highlights elements that will result in higher emissions and suggests lowercarbon alternatives for the client, designer and supply chain to consider. The tool has been verified to the RICS standard by engineering and design consultancy, ARUP. In 2023, CarboniCa was also aligned with the BREEAM rating system, thereby widening its scope of application and credibility and enabling our project teams to drive carbon reduction and complete BREEAM evaluations simultaneously. In 2024, CarboniCa was used on 218 new projects across the Group. Since 2021, CarboniCa has resulted in over 48,000 tonnes in avoided emissions recorded, on track to reach the ambitious target of 50,000 tonnes that was set for 2025.

Row 2

(7.52.1) Description

Select from:

☒ Waste

(7.52.2) Metric value

97

(7.52.3) Metric numerator

% of waste diverted from landfill

(7.52.4) Metric denominator (intensity metric only)

not applicable

(7.52.5) % change from previous year

3

(7.52.6) Direction of change

Select from:

☒ Increased

(7.52.7) Please explain

We minimise waste where we can, both in our operations and throughout the life cycle of our buildings and developments. We send waste to landfill as a last resort, prioritising reuse, recycling or repurposing. We are working with suppliers to minimise or remove plastic packaging and aim to remove single-use plastics from projects and offices

Row 3

(7.52.1) Description

Select from:

☒ Other, please specify :Electrification of car fleet

(7.52.2) Metric value

72

(7.52.3) Metric numerator

% of group fleet consisting of hybrid or electric

(7.52.4) Metric denominator (intensity metric only)

not applicable

(7.52.5) % change from previous year

8

(7.52.6) Direction of change

Select from:

☒ Increased

(7.52.7) Please explain

Travel by car to sites is a leading contributor to the group's scope 1 emissions and consequently the transition to hybrid or electric cars is essential to meeting net zero targets. The group therefore tracks the conversion rate of petrol/diesel cars to electric or hybrid cars as an annual figure for reporting purposes. To date the group has made significant improvements in using more electric and hybrid cars to complete business travel, therefore reducing overall carbon emissions.

[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☒ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

0.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

0.000

Row 2

(7.53.1.1) Target reference number

Select from:

☒ Abs 6

(7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

MORG-UNI-002-OFF.pdf

(7.53.1.4) Target ambition

Select from:

☒ 1.5°C aligned

(7.53.1.5) Date target was set

12/31/2022

(7.53.1.6) Target coverage

Select from:

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

- | | |
|---|---|
| <input checked="" type="checkbox"/> Methane (CH ₄) | <input checked="" type="checkbox"/> Sulphur hexafluoride (SF ₆) |
| <input checked="" type="checkbox"/> Nitrous oxide (N ₂ O) | <input checked="" type="checkbox"/> Nitrogen trifluoride (NF ₃) |
| <input checked="" type="checkbox"/> Carbon dioxide (CO ₂) | |
| <input checked="" type="checkbox"/> Perfluorocarbons (PFCs) | |
| <input checked="" type="checkbox"/> Hydrofluorocarbons (HFCs) | |

(7.53.1.8) Scopes

Select all that apply

- ☒ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

- | | |
|---|---|
| <input checked="" type="checkbox"/> Scope 3, Category 15 – Investments | <input checked="" type="checkbox"/> Scope 3, Category 8 - Upstream leased assets |
| <input checked="" type="checkbox"/> Scope 3, Category 2 – Capital goods | <input checked="" type="checkbox"/> Scope 3, Category 1 – Purchased goods and services |
| <input checked="" type="checkbox"/> Scope 3, Category 6 – Business travel | <input checked="" type="checkbox"/> Scope 3, Category 10 – Processing of sold products |
| <input checked="" type="checkbox"/> Scope 3, Category 7 – Employee commuting | <input checked="" type="checkbox"/> Scope 3, Category 5 – Waste generated in operations |
| <input checked="" type="checkbox"/> Scope 3, Category 11 – Use of sold products | <input checked="" type="checkbox"/> Scope 3, Category 12 – End-of-life treatment of sold products |
| <input checked="" type="checkbox"/> Scope 3, Category 4 – Upstream transportation and distribution | |
| <input checked="" type="checkbox"/> Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2) | |

(7.53.1.11) End date of base year

12/31/2020

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO₂e)

207825

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

0

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

4137

(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

13986

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

40839

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

3442

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

7209

(7.53.1.21) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

1565.0

(7.53.1.23) Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

6790

(7.53.1.24) Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

958444

(7.53.1.25) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

35112

(7.53.1.28) Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

20922

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

1300271.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

1300271.000

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100.0

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100.0

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100.0

(7.53.1.42) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

100.0

(7.53.1.44) Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

100

(7.53.1.45) Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

100.0

(7.53.1.46) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

100.0

(7.53.1.49) Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

100.0

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100.0

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100.0

(7.53.1.54) End date of target

12/31/2045

(7.53.1.55) Targeted reduction from base year (%)

90

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

130027.100

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

652735

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

3936

(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

34391

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

82428

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

4501

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

7177

(7.53.1.66) Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.68) Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

2990

(7.53.1.69) Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

486931

(7.53.1.70) Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

20019

(7.53.1.73) Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

19437

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

1314545.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

1314545.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ Yes, it covers land-related and non-land related emissions (e.g. SBT approved before the release of FLAG target-setting guidance)

(7.53.1.79) % of target achieved relative to base year

-1.22

(7.53.1.80) Target status in reporting year

Select from:

☒ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

The target covers the Group's Scope 3 emissions. Activities excluded: Downstream Freight - Previously been deemed as de minimis (0.06%); Taxi - Previously been deemed as de minimis (0.02%); Tube - Previously been deemed as de minimis (0.00%); Car hire - Previously been deemed as de minimis (0.00%).

(7.53.1.83) Target objective

To virtually eliminate fossil fuel emissions from the group's value chain.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

The steps being taken to meet our science-based targets are a core component of our Total Commitments, which constitute our responsible business strategy. Details of our progress during the year including specific divisional examples can be found in the responsible business section of our annual report and in our TCFD statement. One of the most effective ways we can combat climate change is by empowering our clients not only to reduce emissions but also to actively avoid them by making more sustainable choices. In 2024, we continued to promote our RICS-approved CarboniCa intelligence tool to help our teams, clients, designers and supply chain partners identify ways to map and reduce project emissions, including embodied carbon. This industry-leading software undertakes a Whole Life Carbon Assessment to highlight the most carbon-intensive elements of a project and recommend lower-carbon alternatives. By deploying this early in the design stage of a project, CarboniCa can generate significant emissions savings. Since the release of the tool in May 2022, it has been used on around 650 projects, with 218 new projects adopting it in 2024. Infrastructure deployed CarboniCa across its Programme and Project Partners pipeline of 20 major projects in Sellafield, West Cumbria, and Construction educated all its staff on use of the tool through its carbon training roadshow. Throughout the year, we also continued to work with clients and suppliers to reduce embodied carbon through services such as post-occupancy evaluations. To drive further environmental action across our value chain, we became Madaster UK Pioneers in 2024. This will enable us to influence the development of 'material passports' that store all information about a material and Environmental Product Declarations (EPDs) that deliver improved environmental outcomes across the industry. To build climate expertise within the business, we delivered training to upskill our people while promoting initiatives such as the 10-tonne challenge, which incentivises teams to reduce project emissions by at least 10 tonnes of carbon. As well as helping our clients reduce and avoid emissions, we want to leverage our expertise and strong supplier relationships to develop innovative, sustainable and cost-effective housing solutions that support the UK's housing goals. During the year, we continued to deliver affordable housing projects and solutions aligned to best-practice built environment frameworks and standards.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

Row 3

(7.53.1.1) Target reference number

Select from:

☒ Abs 4

(7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

MORG-UNI-002-OFF.pdf

(7.53.1.4) Target ambition

Select from:

☒ 1.5°C aligned

(7.53.1.5) Date target was set

12/31/2022

(7.53.1.6) Target coverage

Select from:

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Carbon dioxide (CO₂)

☒ Perfluorocarbons (PFCs)

☒ Hydrofluorocarbons (HFCs)

☒ Sulphur hexafluoride (SF₆)

☒ Nitrogen trifluoride (NF₃)

(7.53.1.8) Scopes

Select all that apply

☒ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

- | | |
|---|---|
| <input checked="" type="checkbox"/> Scope 3, Category 15 – Investments | <input checked="" type="checkbox"/> Scope 3, Category 8 - Upstream leased assets |
| <input checked="" type="checkbox"/> Scope 3, Category 2 – Capital goods | <input checked="" type="checkbox"/> Scope 3, Category 1 – Purchased goods and services |
| <input checked="" type="checkbox"/> Scope 3, Category 6 – Business travel | <input checked="" type="checkbox"/> Scope 3, Category 10 – Processing of sold products |
| <input checked="" type="checkbox"/> Scope 3, Category 7 – Employee commuting | <input checked="" type="checkbox"/> Scope 3, Category 5 – Waste generated in operations |
| <input checked="" type="checkbox"/> Scope 3, Category 11 – Use of sold products | <input checked="" type="checkbox"/> Scope 3, Category 12 – End-of-life treatment of sold products |
| <input checked="" type="checkbox"/> Scope 3, Category 4 – Upstream transportation and distribution | |
| <input checked="" type="checkbox"/> Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2) | |

(7.53.1.11) End date of base year

12/31/2020

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

207825.0

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

0

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

4137

(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

13986

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

40839

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

3442

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

7209

(7.53.1.21) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

1565

(7.53.1.23) Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

6790

(7.53.1.24) Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

958444

(7.53.1.25) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

35112

(7.53.1.28) Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

1300271.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

1300271.000

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100.0

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

100.0

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100.0

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100.0

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100.0

(7.53.1.42) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

100.0

(7.53.1.44) Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

100

(7.53.1.45) Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

100

(7.53.1.46) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

100.0

(7.53.1.49) Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

100.0

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100.0

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100.0

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

42

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

754157.180

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

652735

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

3936

(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

34391

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

82428

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

4501

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

7177

(7.53.1.66) Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.68) Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

2990

(7.53.1.69) Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

486931

(7.53.1.70) Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

(7.53.1.73) Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

19437

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

1314545.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

1314545.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ Yes, it covers land-related and non-land related emissions (e.g. SBT approved before the release of FLAG target-setting guidance)**(7.53.1.79) % of target achieved relative to base year**

-2.61

(7.53.1.80) Target status in reporting year

Select from:

☒ Underway**(7.53.1.82) Explain target coverage and identify any exclusions**

The target covers the Group's Scope 3 emissions. Activities excluded: Downstream Freight - Previously been deemed as de minimis (0.06%); Taxi - Previously been deemed as de minimis (0.02%); Tube - Previously been deemed as de minimis (0.00%); Car hire - Previously been deemed as de minimis (0.00%).

(7.53.1.83) Target objective

Substantially reduce reliance on consumption of fossil fuels in the group's value chain.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

The steps being taken to meet our science-based targets are a core component of our Total Commitments, which constitute our responsible business strategy. Details of our progress during the year including specific divisional examples can be found in the responsible business section of our annual report and in our TCFD statement. One of the most effective ways we can combat climate change is by empowering our clients not only to reduce emissions but also to actively avoid them by making more sustainable choices. In 2024, we continued to promote our RICS-approved CarboniCa intelligence tool to help our teams, clients, designers and supply chain partners identify ways to map and reduce project emissions, including embodied carbon. This industry-leading software undertakes a Whole Life Carbon Assessment to highlight the most carbon-intensive elements of a project and recommend lower-carbon alternatives. By deploying this early in the design stage of a project, CarboniCa can generate significant emissions savings. Since the release of the tool in May 2022, it has been used on around 650 projects, with 218 new projects adopting it in 2024. Infrastructure deployed CarboniCa across its Programme and Project Partners pipeline of 20 major projects in Sellafield, West Cumbria, and Construction educated all its staff on use of the tool through its carbon training roadshow. Throughout the year, we also continued to work with clients and suppliers to reduce embodied carbon through services such as post-occupancy evaluations. To drive further environmental action across our value chain, we became Madaster UK Pioneers in 2024. This will enable us to influence the development of 'material passports' that store all information about a material and Environmental Product Declarations (EPDs) that deliver improved environmental outcomes across the industry. To build climate expertise within the business, we delivered training to upskill our people while promoting initiatives such as the 10-tonne challenge, which incentivises teams to reduce project emissions by at least 10 tonnes of carbon. As well as helping our clients reduce and avoid emissions, we want to leverage our expertise and strong supplier relationships to develop innovative, sustainable and cost-effective housing solutions that support the UK's housing goals. During the year, we continued to deliver affordable housing projects and solutions aligned to best-practice built environment frameworks and standards.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

Row 4

(7.53.1.1) Target reference number

Select from:

☒ Abs 3

(7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

MORG-UNI-002-OFF Certificate.pdf

(7.53.1.4) Target ambition

Select from:

☒ 1.5°C aligned

(7.53.1.5) Date target was set

12/31/2022

(7.53.1.6) Target coverage

Select from:

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Carbon dioxide (CO₂)

☒ Perfluorocarbons (PFCs)

☒ Hydrofluorocarbons (HFCs)

☒ Sulphur hexafluoride (SF₆)

☒ Nitrogen trifluoride (NF₃)

(7.53.1.8) Scopes

Select all that apply

☒ Scope 1

☒ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☒ Location-based

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

18124.0

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

2779.0

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

20903.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100.0

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100.0

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100.0

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

60

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

8361.200

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

8044

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

3609

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

11653.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ Yes, it covers land-related and non-land related emissions (e.g. SBT approved before the release of FLAG target-setting guidance)

(7.53.1.79) % of target achieved relative to base year

73.75

(7.53.1.80) Target status in reporting year

Select from:

☒ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Scope 1 and Scope 2 emissions from Group operations. Some air-conditioning containing hydrofluorocarbons (HFCs) is used in the operations. However, no holdings of these are reported and no emissions from these sources are included in this inventory as these have previously been determined as de minimis.

(7.53.1.83) Target objective

Substantially reduce reliance on consumption of fossil fuels in operations.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

The steps being taken to meet our science- based targets are a core component of our Total Commitments, which constitute our responsible business strategy. Details of our progress during the year including specific divisional examples can be found in the responsible business section of our annual report and in our TCFD statement. During the year, we continued to implement initiatives to reduce our direct emissions in line with our 2030 and 2045 science-based targets. These emissions stem mainly from the use of bulk fuel for generators, cabins and construction machinery, purchased electricity, and emissions from our company fleet. By the end of 2024, we had achieved a 44% reduction in Scope 1 and 2 emissions against a 2019 baseline. While our absolute year-on-year emissions increased marginally by 1% to 11,684 tonnes CO2e (2023: 11,430 tonnes CO2e), we have continued to improve our operational efficiency, reducing our carbon intensity by 7% from 2023 and by 62% since 2019. We remain on track to deliver our 60% reduction target by 2030. In 2024, we increased the number of electric and hybrid vehicles in the Group fleet to 72% (2023: 64%). Electric-only vehicles make up over a third of our fleet, which means we remain on track to transition to a fully electric fleet by 2045. To drive consistent action across the Group, we conducted internal decarbonisation site audits in 2024. These assessments will help to accelerate progress towards our net zero ambitions through targeted initiatives such as the deployment of new energy-monitoring systems, switching to renewable energy tariffs, introducing more efficient machinery and increasing our use of alternative fuels such as hydrotreated vegetable oil over white diesel. To ensure robust risk management, all sites maintained their ISO 14001 certification for environmental management. We also increased our internal carbon charge to £90 per tonne of CO2e emitted to encourage our divisions to take consistent steps to decarbonise their activities (2023: £70 per tonne). In 2025, we will be increasing this to £115 per tonne. Capital raised through the charge is allocated to a fund which is used to invest in environmental restoration and high-quality carbon offset projects.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

Row 5

(7.53.1.1) Target reference number

Select from:

☒ Abs 5

(7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

MORG-UNI-002-OFF.pdf

(7.53.1.4) Target ambition

Select from:

☒ 1.5°C aligned

(7.53.1.5) Date target was set

12/31/2022

(7.53.1.6) Target coverage

Select from:

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Carbon dioxide (CO₂)

☒ Perfluorocarbons (PFCs)

☒ Hydrofluorocarbons (HFCs)

☒ Sulphur hexafluoride (SF₆)

☒ Nitrogen trifluoride (NF₃)

(7.53.1.8) Scopes

Select all that apply

☒ Scope 1

☒ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☒ Location-based

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

18124.0

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

2779.0

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

20903.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100.0

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100.0

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100.0

(7.53.1.54) End date of target

12/31/2045

(7.53.1.55) Targeted reduction from base year (%)

90

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

2090.300

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

8044

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

3609

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

11653.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ Yes, it covers land-related and non-land related emissions (e.g. SBT approved before the release of FLAG target-setting guidance)

(7.53.1.79) % of target achieved relative to base year

49.17

(7.53.1.80) Target status in reporting year

Select from:

☒ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Scope 1 and Scope 2 emissions from Group operations. Some air-conditioning containing hydrofluorocarbons (HFCs) is used in the operations. However, no holdings of these are reported and no emissions from these sources are included in this inventory as these have previously been determined as de minimis.

(7.53.1.83) Target objective

To virtually eliminate fossil fuels from consumption in operations.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

The steps being taken to meet our science-based targets are a core component of our Total Commitments, which constitute our responsible business strategy. Details of our progress during the year including specific divisional examples can be found in the responsible business section of our annual report and in our TCFD statement. During the year, we continued to implement initiatives to reduce our direct emissions in line with our 2030 and 2045 science-based targets. These emissions stem mainly from the use of bulk fuel for generators, cabins and construction machinery, purchased electricity, and emissions from our company fleet. By the end of 2024, we had achieved a 44% reduction in Scope 1 and 2 emissions against a 2019 baseline. While our absolute year-on-year emissions increased marginally by 1% to 11,684 tonnes CO₂e (2023: 11,430 tonnes CO₂e), we have continued to improve our operational efficiency, reducing our carbon intensity by 7% from 2023 and by 62% since 2019. We remain on track to deliver our 60% reduction target by 2030. In 2024, we increased the number of electric and hybrid vehicles in the Group fleet to 72% (2023: 64%). Electric-only vehicles make up over a third of our fleet, which means we remain on track to transition to a fully electric fleet by 2045. To drive consistent action across the Group, we conducted internal decarbonisation site audits in 2024. These assessments will help to accelerate progress towards our net zero ambitions through targeted initiatives such as the deployment of new energy-monitoring systems, switching to renewable energy tariffs, introducing more efficient machinery and increasing our use of alternative fuels such as hydrotreated vegetable oil over white diesel. To ensure robust risk management, all sites maintained their ISO 14001 certification for environmental management. We also increased our internal carbon charge to £90 per tonne of CO₂e emitted to encourage our divisions to take consistent steps to decarbonise their activities (2023: £70 per tonne). In 2025, we will be increasing this to £115 per tonne. Capital raised through the charge is allocated to a fund which is used to invest in environmental restoration and high-quality carbon offset projects.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☒ Net-zero targets

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:

☒ NZ1

(7.54.3.3) Target Coverage

Select from:

☒ Organization-wide

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

☒ Yes

Row 2

(7.54.3.1) Target reference number

Select from:

☒ NZ2

(7.54.3.2) Date target was set

12/31/2022

(7.54.3.3) Target Coverage

Select from:

☒ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply

☒ Abs3

☒ Abs4

☒ Abs5

☒ Abs6

(7.54.3.5) End date of target for achieving net zero

12/31/2045

(7.54.3.6) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.54.3.7) Science Based Targets initiative official validation letter

MORG-UNI-002-OFF.pdf

(7.54.3.8) Scopes

Select all that apply

- ☒ Scope 1
- ☒ Scope 2
- ☒ Scope 3

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

- | | |
|---|---|
| <input checked="" type="checkbox"/> Methane (CH ₄) | <input checked="" type="checkbox"/> Sulphur hexafluoride (SF ₆) |
| <input checked="" type="checkbox"/> Nitrous oxide (N ₂ O) | <input checked="" type="checkbox"/> Nitrogen trifluoride (NF ₃) |
| <input checked="" type="checkbox"/> Carbon dioxide (CO ₂) | |
| <input checked="" type="checkbox"/> Perfluorocarbons (PFCs) | |
| <input checked="" type="checkbox"/> Hydrofluorocarbons (HFCs) | |

(7.54.3.10) Explain target coverage and identify any exclusions

The net-zero target is for our Scope 1 and Scope 2 carbon emissions, as well as our relevant Scope 3 emissions, as approved by SBTi.

(7.54.3.11) Target objective

To virtually eliminate fossil fuel emissions from the group's value chain.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

- ☒ Yes

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

- ☒ No, we do not plan to mitigate emissions beyond our value chain

(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

Select all that apply

☒ No, we do not plan to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation

(7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

We intend our investments in carbon offsets to be long-term, sustainable, multi-generational and based in the UK. We expect the projects that we invest in to achieve added benefits of biodiversity, increase in natural capital and the promotion of wellbeing. To reach our 2045 net zero commitment, we will use credible UK-certified offsets on our remaining residual emissions. To achieve this, our strategy is to invest in high-quality projects that enhance biodiversity and contribute to a healthier climate for local communities. In 2024, we continued to work on our three legacy natural capital projects which, as well as helping to address climate change, support the Group by enabling us to obtain carbon offset certification. We have completed work to plant nine woodlands and around 270,000 trees at the Blenheim Estate in Oxfordshire as part of the Dorn & Glyme Woodlands project. As of 2024, the project has been successfully validated by the Woodland Carbon Code. Due to our critical investment, around 70,000 Peatland Carbon Units have been created, of which the Group owns 20,000 units. Separately, our partnership with Lakenheath and the Royal Society for the Protection of Birds (RSPB) has enabled RSPB to purchase 54 hectares of land next to its Lakenheath Fen reserve in Suffolk, which has been converted into rich peat, biodiverse wetland. Finally, our support of the Great North Bog initiative will restore 300 hectares of damaged blanket bog in the North Pennines AONB (Area of Outstanding Natural Beauty), UNESCO Global Geopark in Yorkshire (see case study below).

(7.54.3.17) Target status in reporting year

Select from:

☒ Underway

(7.54.3.19) Process for reviewing target

Our climate governance is fully integrated into our wider corporate governance and reporting structure. Progress against our target is regularly reviewed within this structure, including reporting to and from our corporate divisions and Climate action group. We remain committed to producing robust and value-added climate-related disclosures that are relevant to our business and our key stakeholders. Each year we report on progress against our net-zero target in our corporate Annual Report. Our Task Force on Climate-related Financial Disclosures (TCFD) disclosure is aligned with the requirements of UK Listing Rule 6.6.6(8) by including climate-related financial disclosures consistent with the 11 TCFD recommendations. To enhance transparency and disclosure, we published our first Transition Plan in August 2024, detailing our decarbonisation roadmap to 2045. Furthermore, we have reported our Scope 3 emissions for the first time in this year's annual report (see page 45). Our SBTi approved net zero targets commit us to reducing our Scope 1 and 2 emissions by 60% for 2030 and by 90% for 2045, as well as our Scope 3 emissions across all relevant categories by 42% for 2030 and by 90% for 2045. In addition, we have maintained our commitment to achieving a fully electric vehicle fleet by 2045.

[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:

☒ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	3	<i>Numeric input</i>
To be implemented	19	1510
Implementation commenced	5	20006
Implemented	27	29547
Not to be implemented	0	<i>Numeric input</i>

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy generation

☒ Liquid biofuels

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

5092

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

766550

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

*The Group's commitment to move away from the on-site burning of fossil fuel improved again in 2024. HVO accounted for 68.65%, 2,190,148 litres of bulk fuel used across the group (2023 – 61.22%, 1,940,741 litres). The approximate cost increase was calculated as 2,190,148 * 0.35 £766,550.*

Row 2

(7.55.2.1) Initiative category & Initiative type

Transportation

☒ Company fleet vehicle efficiency

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

250

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

250000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

The Group's commercial vehicle fleet continues to be fitted with telematics, generating detailed information on use, movement and emissions. Management takes appropriate action to help influence driver behaviours providing for efficient vehicle use as well as improved and reduced emissions performance. Figures provided are order of magnitude estimates

Row 3

(7.55.2.1) Initiative category & Initiative type

Transportation

☒ Company fleet vehicle replacement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

1462

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

54900

(7.55.2.7) Payback period

Select from:

☒ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

*The Group has introduced a selection of 100% electric vehicles into the choice of company cars that employees can select for their own company cars. In 2024 we increased the number of electric cars to 913 (2023 - 547). 913 equates to 49.24% (2023 - 40.37%) of the fleet. 5,441,573 miles in electric cars equates to 1,462 Tonnes reduction on Car Average (All fuel types). The investment cost is based on a 150 company contribution towards the cost of installing electric charging points (913-547*150 54,900)*

Row 4

(7.55.2.1) Initiative category & Initiative type

Non-energy industrial process emissions reductions

☒ Process material substitution

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

16

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

10000

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 11-15 years

(7.55.2.9) Comment

On a high-end Cat B fit out project in London we looked to reduce the carbon impact of the new feature staircase that was to be installed. Through design iterations and alterations, we managed to reduce the amount of steel used on the new feature staircase by replacing it with GRG instead; significantly reducing the associated embodied carbon.

Row 5

(7.55.2.1) Initiative category & Initiative type

Waste reduction and material circularity

☒ Product/component/material reuse

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

315

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

70000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 6-10 years

(7.55.2.9) Comment

On a major project fit out in London, we bought 100% reused raised access flooring to be installed in the shell and core areas of the project. This was circa 7,840m² of flooring. Due to the steel involved in RAF, it can be a significant portion of a project's embodied carbon.

Row 6

(7.55.2.1) Initiative category & Initiative type

Non-energy industrial process emissions reductions

☒ Process material substitution

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

71

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

180000

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 16-20 years

(7.55.2.9) Comment

On a major project in London we investigated swapping out some of the steel ductwork with Ecoduct, a non-metallic, pre-insulated ductwork product. This significantly reduces the embodied carbon due to not containing metal, as well as saves on site energy and costs due to the insulation already being installed. The product was discussed with the client and consultants and approved and installed.

Row 7

(7.55.2.1) Initiative category & Initiative type

Transportation

☒ Other, please specify :Reduction in supply chain transportation emissions

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

41

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 4: Upstream transportation & distribution

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 3-5 years

(7.55.2.9) Comment

To reduce needless mileage and so reduce transportation emissions, our site supplies supplier, Bryson, brought in two new policies: 1.Consolidating Branded and Standard Consumable Orders Implemented a process that notifies projects of a slightly longer lead time when ordering both consumables and branded items together. Previously, consumables available on the shelf were eligible for next-day delivery, while branded items required 48 hours. This often led to split orders, increasing the number of deliveries to each site. Now, they ask sites if they are happy to wait for their full order to arrive together, and 99% of the time, they agree. By consolidating orders, we have significantly reduced the number of deliveries per site. 2.Minimum Order Value (MOV) for Orders Under £50

Row 8

(7.55.2.1) Initiative category & Initiative type

Non-energy industrial process emissions reductions

☒ Process material substitution

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

106

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 6-10 years

(7.55.2.9) Comment

One of the main sources of embodied carbon on our projects is from the metal-based products we install. This includes the metal studwork used within plasterboard partitions. Working with British Gypsum, we put forward using their new Carbon Low metal: metal studwork from electric-arc furnaces that are far lower in carbon than regular studwork. This was put forward on the largest fit out in Europe that we are currently working on. This was offered as a cost-neutral option to the client, and resulted in a considerable reduction in embodied carbon.

Row 9

(7.55.2.1) Initiative category & Initiative type

Waste reduction and material circularity

☒ Product/component/material reuse

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

6

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

2000

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 6-10 years

(7.55.2.9) Comment

A project we are currently working on in our Major Projects division is solely focussed on the circular economy, and reusing as much material within the fit out to reduce embodied carbon. As part of this project we went out to the industry as a whole to identify materials that are due to be stripped out of current offices; we did this both directly to other contractors and consultants; and via our own consultants. One of the materials we were able to procure this way were Autex ceiling panels from a large project run by a competitor contractor. These panels were able to replace 88% of the specified new ceiling panels that were to be replaced.

Row 10

(7.55.2.1) Initiative category & Initiative type

Waste reduction and material circularity

☒ Product/component/material reuse

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

10

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 5: Waste generated in operations

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 6-10 years

(7.55.2.9) Comment

On a mid-sized project we were working on, the space our client moved into was a CAT A specification with brand new lighting. There were 356 light fittings that were not needed, and rather than waste them, we worked with Urban Miners, who collected the lights for refurbishment and sale for reuse on other projects.

Row 11

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

☒ Customer engagement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur*Select all that apply*

- ☒ Scope 3 category 1: Purchased goods & services
- ☒ Scope 3 category 5: Waste generated in operations

(7.55.2.4) Voluntary/Mandatory*Select from:*

- ☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period*Select from:*

- ☒ No payback

(7.55.2.8) Estimated lifetime of the initiative*Select from:*

- ☒ >30 years

(7.55.2.9) Comment

The Group's Construction and Infrastructure business initiative "The 10 Tonne Challenge" is a behavioural change initiative where we challenge our projects to reduce the carbon footprint of their projects by 10tCO₂e or more. To qualify, initiatives need to reduce carbon, demonstrate additionality and be realistic. Additionality - ensure the initiative was as a result of our (or even better our supply chain's) intervention or ideas, rather than something that had been decided without our

involvement Reduce carbon - manufacturer offsetting could not be counted towards the initiative, which can be found in products advertised as 'zero carbon' or 'carbon neutral' Realistic - ensure any carbon savings could be quantified against a realistic or already planned alternative, and conservative assumptions made if in doubt so we didn't overstate the benefits. The initiative must also be 'real' in that it had happened already or was certain to happen in the future." Because of the scale we are unable to quantify the monetary savings by contract but they range from £0 to £149,000. The same applies to the investment required.

Row 12

(7.55.2.1) Initiative category & Initiative type

Waste reduction and material circularity

☒ Product/component/material reuse

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

554

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 11: Use of sold products

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

96000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ >30 years

(7.55.2.9) Comment

A significant refurbishment project in Merthyr Tydfil which will pave the way for the future construction of educational facilities in Wales. We utilised demolition material from a local MSC school project for use as a fill material. This reduced the carbon emissions in the transport of material to site. Less material sent to landfill, and less fresh material required.

Row 13

(7.55.2.1) Initiative category & Initiative type

Waste reduction and material circularity

☒ Product/component/material reuse

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

7

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 5: Waste generated in operations

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

33000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 3-5 years

(7.55.2.9) Comment

Circular economy schemes and re-use - Across our regional business, we encourage circular economy, re-use and takeback schemes, such as the Community Wood Recycling Programme (CWRP), Pallet Loop, Dulex, etc. The above 7tCO2e saving is based on our 2024 PalletLoop example.

Row 14

(7.55.2.1) Initiative category & Initiative type

Waste reduction and material circularity

☒ Product/component/material reuse

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

1274

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 5: Waste generated in operations

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

192000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ >30 years

(7.55.2.9) Comment

During pre-construction, Morgan Sindall worked closely with our design team to explore the benefits of re-using the existing slipway concrete slabs and crushing them on site to make a suitable fill for the piling matt which initially was to be all removed as waste from site. By crushing on site, we save over 4700 tonnes of waste being removed from site with a resultant saving of 1273.9 tonnes of CO2 saved.

Row 15

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

☒ Supplier engagement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

174

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

494000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 21-30 years

(7.55.2.9) Comment

Following engagement with our supply chain partner, Marshalls. We have been able to reduce the make up underneath the new paving, creating a saving of 70tCO₂e and £494k in construction costs, whilst still complying with the parameters set by the project specification. Changing specification of the block paving to Marshalls Modal X – has generated saving of 104tCO₂e

Row 16

(7.55.2.1) Initiative category & Initiative type

Non-energy industrial process emissions reductions

☒ Process material substitution

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

137

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

688000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ >30 years

(7.55.2.9) Comment

The structural design team optimised the structural solution to use less material and save £688,000.

Row 17

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

☒ Supplier engagement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

0

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 1: Purchased goods & services

☒ Scope 3 category 4: Upstream transportation & distribution

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ >30 years

(7.55.2.9) Comment

In 2024 the Lovell business strengthened their Scope 3 emissions reporting by securing data from several key suppliers with significant expenditure. This has improved the accuracy and relevance of our emissions calculations. The data and methodology underwent an Achilles audit, which verified both the figures and our overall approach. Notably, a number of suppliers actively supported the process by providing detailed emissions and transport data, reflecting growing collaboration and transparency across our supply chain. This progress marks an important step forward in our ongoing commitment to robust and meaningful Scope 3 reporting

Row 18

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☒ Solar PV

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

6

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

30000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

80000

(7.55.2.7) Payback period

Select from:

☒ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

Lovell, as part of our ongoing commitment to sustainable site operations, we have updated our Site Accommodation Minimum Standards to include the installation of photovoltaic (PV) panels on site cabins. These panels help reduce reliance on grid electricity, lowering both carbon emissions and energy costs. In 2024, several sites installed PV panels mid-year, resulting in a carbon saving of approximately 6 tonnes. Since the beginning of 2025, adoption has continued to grow, with more sites incorporating PV technology into their accommodation setups.

Row 19

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

☒ Resource efficiency

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

0

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 5: Waste generated in operations

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

7000

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 3-5 years

(7.55.2.9) Comment

In 2024 Lovell trialled the use of Smart Flow water monitoring systems across selected sites to improve the precision of water usage tracking. These systems enable real-time monitoring, helping to identify and stop leaks quickly, thereby reducing water waste and improving resource efficiency. The trial has supported our efforts to enhance environmental performance and operational sustainability, with promising results that may inform wider rollout across our sites.

Row 20

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☒ Solar PV

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

17

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

18827

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

150000

(7.55.2.7) Payback period

Select from:

☒ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 6-10 years

(7.55.2.9) Comment

Lovell Tamworth and Quinton offices both had PV panels installed on the roofs. These installations have led to a noticeable reduction in grid electricity consumption, resulting in lower carbon emissions and decreased monthly energy costs. This investment supports our commitment to renewable energy and contributes directly to our operational sustainability goals by reducing reliance on non-renewable sources

[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☒ Financial optimization calculations

(7.55.3.2) Comment

Value engineering results in waste and carbon reductions being achieved at project level, where design is included in the scope of the asset(s) being constructed.

Row 2

(7.55.3.1) Method

Select from:

☒ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

Compliance with the Energy Saving Opportunity Scheme (ESOS) and also the Achilles Toitū carbonreduce external verification scheme, both of which require reduction strategies to be in place and delivered upon.

Row 3

(7.55.3.1) Method

Select from:

☒ Financial optimization calculations

(7.55.3.2) Comment

Process optimisation - understanding that process efficiencies e.g. using less fuel will offer operational cost savings and also carbon efficiency.
[Add row]

(7.72) Does your organization assess the life cycle emissions of new construction or major renovation projects?

(7.72.1) Assessment of life cycle emissions

Select from:

☒ Yes, both qualitative and quantitative assessment

(7.72.2) Comment

Our CarboniCa tool, developed by a team led by one of our colleagues who is an expert in carbon modelling (and independently verified to the RICS standard by engineering and design consultancy, Arup) can be used to promote lower-carbon designs. CarboniCa calculates the total carbon emissions of a project and building at an early stage of the design, including carbon embodied in the materials (incurred in production, transport and waste) and projected emissions from the building throughout its life cycle

[Fixed row]

(7.72.1) Provide details of how your organization assesses the life cycle emissions of new construction or major renovation projects.

(7.72.1.1) Projects assessed

Select from:

☒ All new construction and major renovation projects

(7.72.1.2) Earliest project phase that most commonly includes an assessment

Select from:

☒ Design phase

(7.72.1.3) Life cycle stage(s) most commonly covered

Select from:

☒ Whole life

(7.72.1.4) Methodologies/standards/tools applied

Select all that apply

- ☒ Embodied Carbon in Construction Calculator (EC3) Tool
- ☒ Whole life carbon assessment for the built environment (RICS)

(7.72.1.5) Comment

In 2020 we had developed CarboniCa, a carbon reduction tool to assesses the potential emissions of a project and building early in the design stage, including carbon embodied in the materials and projected emissions throughout the building’s life cycle. The tool highlights elements that will result in higher emissions and suggests lowercarbon alternatives for the client, designer and supply chain to consider. The tool has been verified to the RICS standard by engineering and design consultancy, ARUP. In 2023, CarboniCa was also aligned with the BREEAM rating system, thereby widening its scope of application and credibility and enabling our project teams to drive carbon reduction and complete BREEAM evaluations simultaneously. The tool highlights elements that will result in higher emissions and suggests lower-carbon alternatives for our teams, the client, designer, and supply chain to consider. This has resulted in over 48,000 tonnes in avoided emissions, on track to reach the ambitious target of 50,000 tonnes that was set for 2025. CarboniCa was used on 218 new projects across the Group in 2024. We are also required to complete additional carbon life cycle emission assessments as part of our accreditation process for sustainability certified projects (BREEAM/SKA/LEEDs etc). This measures the energy efficiency gains made from low or net zero carbon projects as well as retrofitting projects. We also retrofit homes to PAS 2035 retrofitting standard through the governments Social Housing Decarbonisation Fund. This scheme requires a life cycle assessment to be completed to ensure energy efficiency standards are met. In 2024 we completed 1,200 retrofitted homes. Combined between the use of CarboniCa, sustainability accreditation building standards and increased demand for retrofitting, the use of lifecycle carbon assessments is fully integrated into our business operations.

[Fixed row]

(7.72.2) Can you provide embodied carbon emissions data for any of your organization’s new construction or major renovation projects completed in the last three years?

	Ability to disclose embodied carbon emissions	Comment
	Select from: <input checked="" type="checkbox"/> Yes	Embodied carbon emissions assessments carried out. Data not published.

[Fixed row]

(7.72.3) Provide details of the embodied carbon emissions of new construction or major renovation projects completed in the last three years.

Row 1

(7.72.3.1) Year of completion

2024

(7.72.3.2) Property sector

Select from:

☒ Education

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

Pear Tree

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO2e per the denominator unit)

1992.6

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

7.54

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO2e figures stated include with grid electricity decarbonisation

Row 2

(7.72.3.1) Year of completion

2024

(7.72.3.2) Property sector

Select from:

☒ Education

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

Gateford

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO2e per the denominator unit)

941.6

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

3.17

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO2e figures stated include with grid electricity decarbonisation

Row 3

(7.72.3.1) Year of completion

2024

(7.72.3.2) Property sector

Select from:

☒ Education

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

Llanilltud

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO2e per the denominator unit)

1232.2

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

3.68

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO2e figures stated include with grid electricity decarbonisation

Row 4

(7.72.3.1) Year of completion

2024

(7.72.3.2) Property sector

Select from:

☒ Education

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO2e per the denominator unit)

1073.5

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

5.64

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO2e figures stated include with grid electricity decarbonisation

Row 5

(7.72.3.1) Year of completion

2024

(7.72.3.2) Property sector

Select from:

☒ Office

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

Liskeard Hub

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO2e per the denominator unit)

1177.6

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

3.28

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO2e figures stated include with grid electricity decarbonisation

Row 6

(7.72.3.1) Year of completion

2024

(7.72.3.2) Property sector

Select from:

☒ Healthcare

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

Southlands Hospital

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO2e per the denominator unit)

899.6

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

4.04

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO2e figures stated include with grid electricity decarbonisation

Row 7

(7.72.3.1) Year of completion

(7.72.3.2) Property sector

Select from:

☒ Education

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

Abergavenny

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO2e per the denominator unit)

1127.6

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

1.53

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO2e figures stated include with grid electricity decarbonisation

Row 8

(7.72.3.1) Year of completion

2024

(7.72.3.2) Property sector

Select from:

☒ Education

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

Little Readings

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO2e per the denominator unit)

960.4

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

35.04

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO2e figures stated include with grid electricity decarbonisation

Row 9

(7.72.3.1) Year of completion

2024

(7.72.3.2) Property sector

Select from:

☒ Lodging, Leisure & Recreation

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

Kingsway

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO2e per the denominator unit)

1547.3

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO₂e figures stated include with grid electricity decarbonisation

Row 10**(7.72.3.1) Year of completion**

2023

(7.72.3.2) Property sector

Select from:

☒ Education

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

Cowbridge

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO2e per the denominator unit)

1224.8

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

2.03

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO2e figures stated include with grid electricity decarbonisation

Row 11

(7.72.3.1) Year of completion

2023

(7.72.3.2) Property sector

Select from:

☒ Education

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

EastLake

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO2e per the denominator unit)

939.3

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

4.21

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO2e figures stated include with grid electricity decarbonisation

Row 12

(7.72.3.1) Year of completion

2023

(7.72.3.2) Property sector

Select from:

☒ Education

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

Buntingford

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO2e per the denominator unit)

1220.2

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

3.7

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO2e figures stated include with grid electricity decarbonisation

Row 13

(7.72.3.1) Year of completion

2023

(7.72.3.2) Property sector

Select from:

☒ Other, please specify :Fire station

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

Bishops Waltham

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO2e per the denominator unit)

2169

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

0.75

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO2e figures stated include with grid electricity decarbonisation

Row 14

(7.72.3.1) Year of completion

2022

(7.72.3.2) Property sector

Select from:

☒ Education

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

Uni of Salford Acoustics

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO₂e per the denominator unit)

3207.9

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

2.86

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO₂e figures stated include with grid electricity decarbonisation

Row 15

(7.72.3.1) Year of completion

2022

(7.72.3.2) Property sector

Select from:

☒ Lodging, Leisure & Recreation

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

Gorton

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO2e per the denominator unit)

817.4

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

15.17

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO2e figures stated include with grid electricity decarbonisation

Row 16

(7.72.3.1) Year of completion

2022

(7.72.3.2) Property sector

Select from:

☒ Other, please specify :Fire station

(7.72.3.3) Type of project

Select from:

☒ New construction

(7.72.3.4) Project name/ID (optional)

Stowmarket

(7.72.3.5) Life cycle stage(s) covered

Select from:

☒ Whole life

(7.72.3.6) Normalization factor (denominator)

Select from:

☒ Other, please specify :Kg/M2 GIFA

(7.72.3.7) Denominator unit

Select from:

☒ square meter

(7.72.3.8) Embodied carbon (kg/CO2e per the denominator unit)

1509.4

(7.72.3.9) % of new construction/major renovation projects in the last three years covered by this metric (by floor area)

1.94

(7.72.3.10) Methodologies/standards/tools applied

Select all that apply

☒ Whole life carbon assessment for the built environment (RICS)

(7.72.3.11) Comment

The kg/CO2e figures stated include with grid electricity decarbonisation

[Add row]

(7.73) Are you providing product level data for your organization's goods or services?

Select from:

☒ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☒ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

☒ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☒ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Power

☒ Other, please specify :Low-carbon system design and component sourcing

(7.74.1.4) Description of product(s) or service(s)

The Group has completed 160 projects that were confirmed to have achieved BREEAM, LEED, SKA ratings in 2024. Our teams use the green house guide rating for materials to aid selection of the right product on BREEAM projects. BREEAM requires a collaborative design approach, allowing the team (including our Clients) to make an informed decision on selection of materials. For low carbon projects, our teams balance the cost of a material or product against its carbon expense so that a project team can ensure that the carbon savings are tracked against the project budget. This might also include a Lifecycle costing exercise to demonstrate the carbon saving over time, even though there might be an initial uplift in capital cost. We continue to look at different products and materials, and different methods of installing the works. There is a hidden cost with carbon and greenhouse gas emissions – and we look to create efficiency in the way we build to create savings in emissions. We continue to minimise carbon emissions by including things like: eco cabins, no diesel generators, new (efficient) plant and equipment, bulk ordering materials, etc).25% percent estimate of projects by value where able to influence design.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☒ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

26

[Add row]

(7.77) Did your organization complete new construction or major renovations projects designed as net zero carbon in the last three years?

Select from:

☒ Yes

(7.77.1) Provide details of new construction or major renovations projects completed in the last 3 years that were designed as net zero carbon.

Row 1

(7.77.1.1) Property sector

Select from:

☒ Education

(7.77.1.2) Definition(s) of net zero carbon applied

Select all that apply

☒ National/local government standard, please specify :DfE guidance to achieve Net Zero Carbon in Operation and Part L2A Regulation 25A. Chartered Institute of Building Services Engineers (CIBSE) Technical Memorandum 54 (TM54:2021) Evaluating Operational Energy Performance of Buildings at Design Stage.

(7.77.1.3) % of net zero carbon buildings in the total number of buildings completed in the last 3 years

8.33

(7.77.1.4) Have any of the buildings been certified as net zero carbon?

Select from:

☒ No

(7.77.1.7) Comment

The Group's construction business delivered the following 2022 Ysgol Gyfun Gwynllyw, a £8m 1938m2 scheme Haverfordwest, a new secondary school with leisure facility including demolition of the existing school and external works. The scheme was approximately 15000m2 at a value of £43m 2023 CLWB a £6.8m, 1340m2 two storey education building for alternative learning provision Cowbridge Primary School, a 1477m2 and circa £6m project North Lincolnshire SEN School which was a single storey 2484m2 £11m facility, this was a Passivhaus Project Buntingford School, a £10m 1629m2 Passivhaus project 2024 Gateford Park Primary School, a circa £9.6m project with a 1407m2 GIFA glyncoed Primary, a new two storey 260 place 3 – 11 year primary school incorporating a 40 place nursery, a project value of approximately £11m, GIFA of 2772m2 which also achieved BREEAM Excellent MIM Llanilltud, a single storey primary school on the site of an existing school with a project value of £14m and GIFA of 1632m2, this project also targeted BREEAM Excellent. Pembroke Welsh Medium School, a £14m scheme with a 1695m2 GIFA which also achieved BREEAM Excellent Limebrook Way Primary School, a circa £11m, 2503m2 2fe primary school and 56 place early years childcare setting UH SPECS, a new build five story steel framed building for engineering computer science physics astronomy and mathematics that provided workshops and laboratories as well as flexible teaching and learning environments. The project value was approximately £60m and had a GIFA of 15063m2. This scheme targeted Net Zero in Construction.

[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

☒ No

C8. Environmental performance - Forests

(8.1) Are there any exclusions from your disclosure of forests-related data?

	Exclusion from disclosure
Timber products	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(8.1.1) Provide details on these exclusions.

Timber products

(8.1.1.1) Exclusion

Select from:

☒ Specific suppliers

(8.1.1.2) Description of exclusion

We employ subcontractors to supply and fix timber based products

(8.1.1.3) Value chain stage

Select from:

☒ Direct operations

(8.1.1.4) Reason for exclusion

Select from:

☒ Data is not available

(8.1.1.5) Primary reason why data is not available for your disclosed commodity

Select from:

☒ Challenges associated with data collection and/or quality

(8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

☒ No, the volume excluded is unknown

(8.1.1.10) Please explain

Whilst we have no direct control over our subcontractors timber based product procurement, it is industry practice, and our Group Sustainable Sourcing Timber Policy, that they follow the same procurement routes as ourselves and only purchase timber in the UK via certificated importers and distributors when working on our projects

[Add row]

(8.2) Provide a breakdown of your disclosure volume per commodity.

	Disclosure volume (metric tons)	Volume type	Sourced volume (metric tons)
Timber products	40333	Select all that apply <input checked="" type="checkbox"/> Sourced	40333

[Fixed row]

(8.5) Provide details on the origins of your sourced volumes.

Timber products

(8.5.1) Country/area of origin

Select from:

☒ Brazil

(8.5.2) First level administrative division

Select from:

☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

136.9

(8.5.5) Source

Select all that apply

☒ Contracted suppliers (processors)

☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations

Timber products

(8.5.1) Country/area of origin

Select from:

☒ Canada

(8.5.2) First level administrative division

Select from:

☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

6.2

(8.5.5) Source

Select all that apply

☒ Contracted suppliers (processors)

☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

☒ Chile

(8.5.2) First level administrative division

Select from:

☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

0.3

(8.5.5) Source

Select all that apply

- ☒ Contracted suppliers (processors)
- ☒ Contracted suppliers (manufacturers)
- ☒ Other, please specify

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

- ☒ China

(8.5.2) First level administrative division

Select from:

- ☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

216

(8.5.5) Source

Select all that apply

- ☒ Contracted suppliers (processors)
- ☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

☒ Estonia

(8.5.2) First level administrative division

Select from:

☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

249.5

(8.5.5) Source

Select all that apply

☒ Contracted suppliers (processors)

☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

☒ Finland

(8.5.2) First level administrative division

Select from:

☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

63.6

(8.5.5) Source

Select all that apply

☒ Contracted suppliers (processors)

☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

☒ Germany

(8.5.2) First level administrative division

Select from:

☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

24.8

(8.5.5) Source

Select all that apply

- ☒ Contracted suppliers (processors)
- ☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

- ☒ Indonesia

(8.5.2) First level administrative division

Select from:

- ☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

4.3

(8.5.5) Source

Select all that apply

- ☒ Contracted suppliers (processors)

☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

☒ Ireland

(8.5.2) First level administrative division

Select from:

☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

3.1

(8.5.5) Source

Select all that apply

☒ Contracted suppliers (processors)

☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

☒ Latvia

(8.5.2) First level administrative division

Select from:

☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

3.8

(8.5.5) Source

Select all that apply

☒ Contracted suppliers (processors)

☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

☒ Malaysia

(8.5.2) First level administrative division

Select from:

☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

27.7

(8.5.5) Source

Select all that apply

☒ Contracted suppliers (processors)

☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

☒ Paraguay

(8.5.2) First level administrative division

Select from:

☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

1.7

(8.5.5) Source

Select all that apply

- ☒ Contracted suppliers (processors)
- ☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

- ☒ Spain

(8.5.2) First level administrative division

Select from:

- ☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

6.2

(8.5.5) Source

Select all that apply

- ☒ Contracted suppliers (processors)
- ☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

☒ Sweden

(8.5.2) First level administrative division

Select from:

☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

349.4

(8.5.5) Source

Select all that apply

☒ Contracted suppliers (processors)

☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

☒ United Kingdom of Great Britain and Northern Ireland

(8.5.2) First level administrative division

Select from:

☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

549.9

(8.5.5) Source

Select all that apply

☒ Contracted suppliers (processors)

☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

☒ Uruguay

(8.5.2) First level administrative division

Select from:

☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

3

(8.5.5) Source

Select all that apply

- ☒ Contracted suppliers (processors)
- ☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

- ☒ United States of America

(8.5.2) First level administrative division

Select from:

- ☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

0.3

(8.5.5) Source

Select all that apply

- ☒ Contracted suppliers (processors)
- ☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

☒ Italy

(8.5.2) First level administrative division

Select from:

☒ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

0.3

(8.5.5) Source

Select all that apply

☒ Contracted suppliers (processors)

☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Data obtained from the quarterly supply chain reports enable us to approximate the % by country. FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations.

Timber products

(8.5.1) Country/area of origin

Select from:

☒ Unknown origin

(8.5.4) Volume sourced from country/area of origin (metric tons)

(8.5.5) Source*Select all that apply*

- ☒ Contracted suppliers (processors)
- ☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain*Subcontractor Supply**[Add row]*

(8.7) Did your organization have a no-deforestation or no-conversion target, or any other targets for sustainable production/ sourcing of your disclosed commodities, active in the reporting year?

Timber products**(8.7.1) Active no-deforestation or no-conversion target***Select from:*

- ☒ Yes, we have a no-deforestation target

(8.7.2) No-deforestation or no-conversion target coverage*Select from:*

- ☒ Suppliers

(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target*Select from:*

- ☒ No, and we do not plan to have other targets related to this commodity in the next two years

(8.7.6) Primary reason for not having other active targets in the reporting year

Select from:

- ☒ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(8.7.7) Explain why you did not have other active targets in the reporting year

Transparency and accountability:

[Fixed row]

(8.7.1) Provide details on your no-deforestation or no-conversion target that was active during the reporting year.

Timber products

(8.7.1.1) No-deforestation or no-conversion target

Select from:

- ☒ No-deforestation

(8.7.1.2) Your organization's definition of "no-deforestation" or "no-conversion"

100% compliance for the direct purchase of timber-based products to be 3rd party certified by either FSC or PEFC

(8.7.1.3) Cutoff date

Select from:

- ☒ 2020

(8.7.1.4) Geographic scope of cutoff date

Select from:

- ☒ Applied globally

(8.7.1.5) Rationale for selecting cutoff date

Select from:

☒ Compliance with initiative, please specify

(8.7.1.6) Target date for achieving no-deforestation or no-conversion

Select from:

☒ No target date

[Add row]

(8.8) Indicate if your organization has a traceability system to determine the origins of your sourced volumes and provide details of the methods and tools used.

Timber products

(8.8.1) Traceability system

Select from:

☒ Yes

(8.8.2) Methods/tools used in traceability system

Select all that apply

☒ Chain-of-custody certification

(8.8.3) Description of methods/tools used in traceability system

We collect data quarterly from our supply chain to ensure that we are in compliance with the Group Sustainable Sourcing Timber Policy. We ensure all timber products purchased for either temporary or permanent inclusion in our projects shall be certified as legally and sustainably sourced, as defined by the UK Government Central Point of Expertise on Timber (CPET) We give preference to timber and timber fibre products from suppliers with independently certified Chain of Custody controls. The two principal schemes preferred by the Group are, in priority order, the (Forest) Stewardship Council "FSC" and the Programme for the Endorsement of Forest Certification "PEFC". We also recognise and comply with GIR (Grown in Britain). We work with our suppliers and our supply chain to achieve documented evidence that the wood is from legal and sustainable sources. Where necessary we will take action to influence the procurement processes of our supply chain We specify that all purchases of timber materials are either FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations. We are only able to give "Partial commodity production/consumption" figures as we currently do not have full visibility of the data for our suppliers or subcontractors, although they are required by us to comply with the Group Sustainable Sourcing Timber Policy

[Fixed row]

(8.8.1) Provide details of the point to which your organization can trace its sourced volumes.

Timber products

(8.8.1.1) % of sourced volume traceable to production unit

0

(8.8.1.2) % of sourced volume traceable to sourcing area and not to production unit

0

(8.8.1.3) % sourced volume traceable to country/area of origin and not to sourcing area or production unit

4.08

(8.8.1.4) % of sourced volume traceable to other point (i.e., processing facility/first importer) not in the country/area of origin

0

(8.8.1.5) % of sourced volume from unknown origin

95.92

(8.8.1.6) % of sourced volume reported

100.00

[Fixed row]

(8.9) Provide details of your organization's assessment of the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of its disclosed commodities.

Timber products

(8.9.1) DF/DCF status assessed for this commodity

Select from:

☒ Yes, deforestation-free (DF) status assessed

(8.9.2) % of disclosure volume determined as DF/DCF in the reporting year

78.1

(8.9.3) % of disclosure volume determined as DF/DCF through a third-party certification scheme providing full DF/DCF assurance

78.1

(8.9.4) % of disclosure volume determined as DF/DCF through monitoring of production unit

0

(8.9.5) % of disclosure volume determined as DF/DCF through monitoring of sourcing area

0

(8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?

Select from:

☒ Yes

[Fixed row]

(8.9.1) Provide details of third-party certification schemes used to determine the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of the disclosure volume, since specified cutoff date.

Timber products

(8.9.1.1) Third-party certification scheme providing full DF/DCF assurance

Chain-of-custody certification

☒ FSC Chain-of-Custody certification (any type)

(8.9.1.2) % of disclosure volume determined as DF/DCF through certification scheme providing full DF/DCF assurance

78.1

(8.9.1.3) Comment

We collect data quarterly from our supply chain to ensure that we are in compliance with the Group Sustainable Sourcing Timber Policy. We ensure all timber products purchased for either temporary or permanent inclusion in our projects shall be certified as legally and sustainably sourced, as defined by the UK Government Central Point of Expertise on Timber (CPET) We give preference to timber and timber fibre products from suppliers with independently certified Chain of Custody controls. The two principal schemes preferred by the Group are, in priority order, the (Forest) Stewardship Council "FSC" and the Programme for the Endorsement of Forest Certification "PEFC". We also recognise and comply with GIR (Grown in Britain). We work with our suppliers and our supply chain to achieve documented evidence that the wood is from legal and sustainable sources. Where necessary we will take action to influence the procurement processes of our supply chain We specify that all purchases of timber materials are either FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations. We are only able to give "Partial commodity production/consumption" figures as we currently do not have full visibility of the data for our suppliers or subcontractors, although they are required by us to comply with the Group Sustainable Sourcing Timber. FSC is 78.1% by volume
[Add row]

(8.9.2) Provide details of third-party certification schemes not providing full DF/DCF assurance.

Timber products

(8.9.2.1) Third-party certification scheme not providing full DF/DCF assurance

Chain-of-custody certification

☒ PEFC Chain-of-Custody (any type)

(8.9.2.2) % of disclosure volume certified through scheme not providing full DF/DCF assurance

(8.9.2.3) Additional control methods in place to determine DF/DCF status of volumes certified through scheme not providing full DF/DCF assurance

Select all that apply

☒ Third-party certification providing full DF/DCF assurance

(8.9.2.4) Comment

PEFC

[Add row]

(8.10) Indicate whether you have monitored or estimated the deforestation and conversion of other natural ecosystems footprint for your disclosed commodities.

Timber products

(8.10.1) Monitoring or estimating your deforestation and conversion footprint

Select from:

☒ No, and we do not plan to monitor or estimate our deforestation and conversion footprint in the next two years

(8.10.2) Primary reason for not monitoring or estimating deforestation and conversion footprint

Select from:

☒ No standardized procedure

(8.10.3) Explain why you do not monitor or estimate your deforestation and conversion footprint

MS Group is not a timber importer or first placer of material on the market. To trace products back to country of origin the Group engages with the supply chain both on a project by project and on a summary bases to request and secure information on where the timber and timber products they have purchased have been initially harvested from. We have no direct influence on deforestation or conversation targets

[Fixed row]

(8.11) For volumes not assessed and determined as deforestation- and conversion-free (DCF), indicate if you have taken actions in the reporting year to increase production or sourcing of DCF volumes.

	Actions taken to increase production or sourcing of DCF volumes
Timber products	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(8.11.1) Provide details of actions taken in the reporting year to assess and increase production/sourcing of deforestation- and conversion-free (DCF) volumes.

Timber products

(8.11.1.1) Action type

Select from:
☒ Increasing physical certification

(8.11.1.2) % of disclosure volume that is covered by this action

100

(8.11.1.3) Indicate whether you had any major barriers or challenges related to this action in the reporting year

Select from:
☒ No

(8.11.1.5) Provide further details on the actions taken, their contribution to achieving DCF status, and any related barriers or challenges

Ensuring Traceability and Due Diligence in our Supply Chain

[Add row]

(8.12) Indicate if certification details are available for the commodity volumes sold to requesting CDP Supply Chain members.

	Third-party certification scheme adopted	Certification details are available for the volumes sold to any requesting CDP Supply Chain members
Timber products	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Unknown

[Fixed row]

(8.13) Does your organization calculate the GHG emission reductions and/or removals from land use management and land use change that have occurred in your direct operations and/or upstream value chain?

	GHG emissions reductions and removals from land use management and land use change calculated
Timber products	Select from: <input checked="" type="checkbox"/> Yes, and willing to share details with requesting CDP Supply Chain members

[Fixed row]

(8.13.1) Provide details on the actions your organization has taken in its direct operations and/or upstream value chain that have resulted in reduced GHG emissions and/or enhanced removals.

Row 1

(8.13.1.1) Commodity

Select from:

☒ Timber products

(8.13.1.2) Description of actions

In 2021 Morgan Sindall Group commenced with planting more than a quarter of a million trees on 9 interconnected pieces of land spanning 150 hectares to create a thriving, self-sustaining eco-system. The project is being delivered in conjunction with Grown In Britain, an independent not-for-profit organisation that the Group helped set up in 2011, which focuses on revitalising and investing in woodlands and certifying British wood products. Over the course of the next 25 years, these woodlands will absorb a total of 22,000 tonnes of carbon from the atmosphere, capturing it in the trees, plants and soil. The 28 varieties of carefully chosen trees helping to purify the air, hold the soil of the sloping fields and provide a home to birds, insects, animals and fungi. Morgan Sindall have helped to fund, design and create the woodlands, in collaboration with Cotswolds-based forestry company, Nicholsons. The woods incorporate 28 carefully selected varieties of trees – including Hornbeam, Lime, Sycamore, Wild Cherry, Oak, Norway Maple, Alder and Beech in the mixed woodlands with an understorey of woody shrub species including Hazel, Hawthorn, Viburnums, Euonymus and Dogwoods to create a diverse and self-sustaining eco-system. Experimental species have also been included to assess climate resilience and a small percentage of conifers planted to provide winter habitats for wildlife. The project has set new standards for auditing and transparency, with changes to the air, water and soil monitored, and carbon levels tracked using state-of-the-art technology - including drones with Artificial Intelligence – to quantify environmental changes. To date 273,673 trees have been successfully planted and over 25,000m of deer fence erected. We have pioneered the first plastics free woodland in the UK.

(8.13.1.3) CO2e reductions and removals achieved from base year (metric tons CO2e)

1000

(8.13.1.4) Base year

2021

(8.13.1.5) Emissions accounting boundary

Select from:

- ☒ Not included in the corporate GHG boundary

(8.13.1.7) Emissions accounting methodology and standards

Select all that apply

- ☒ An established project-level methodology, please specify :Woodland Carbon Code

(8.13.1.8) Explain calculation

Over the course of the next 25 years, these woodlands will absorb a total of 22,000 tonnes of carbon from the atmosphere, capturing it in the trees, plants and soil. We have estimated 1,000 tonnes based on % of 25 years
[Add row]

(8.14) Indicate if you assess your own compliance and/or the compliance of your suppliers with forest regulations and/or mandatory standards, and provide details.

(8.14.1) Assess legal compliance with forest regulations

Select from:

- ☒ Yes, from suppliers

(8.14.2) Aspects of legislation considered

Select all that apply

- ☒ Forest-related rules, including forest management and biodiversity conservation, where directly related to wood harvesting
- ☒ Labor rights
- ☒ Human rights protected under international law
- ☒ Tax, anti-corruption, trade and customs regulations

(8.14.3) Procedure to ensure legal compliance

Select all that apply

- ☒ Certification

☒ Supplier self-declaration

(8.14.4) Indicate if you collect data regarding compliance with the Brazilian Forest Code

Select from:

☒ No, but we plan to collect data on this indicator within the next two years

(8.14.5) Please explain

We collect data quarterly from our supply chain to ensure that we are in compliance with the Group Sustainable Sourcing Timber Policy. We ensure all timber products purchased for either temporary or permanent inclusion in our projects shall be certified as legally and sustainably sourced, as defined by the UK Government Central Point of Expertise on Timber (CPET). We give preference to timber and timber fibre products from suppliers with independently certified Chain of Custody controls. The two principal schemes preferred by the Group are, in priority order, the (Forest) Stewardship Council "FSC" and the Programme for the Endorsement of Forest Certification "PEFC". We also recognise and comply with GIR (Grown in Britain). We work with our suppliers and our supply chain to achieve documented evidence that the wood is from legal and sustainable sources. Where necessary we will take action to influence the procurement processes of our supply chain. We specify that all purchases of timber materials are either FSC or PEFC certified and purchased in line with legal requirements such as the EU Timber Regulations. We are only able to give "Partial commodity production/consumption" figures as we currently do not have full visibility of the data for our suppliers or subcontractors, although they are required by us to comply with the Group Sustainable Sourcing Timber Policy.

Morgan Sindall Group plc ("the Company") is committed to preventing all forms of modern slavery throughout its operations and its supply chain. This Policy applies to all of its divisions, subsidiaries, associate companies and its interests in joint venture consortia and companies (together "the Group") and all Group employees ("Employees") and works in conjunction with related Group and divisional HR Policies and Practices. We expect similar practices to be followed by our suppliers, subcontractors and business partners (collectively referred to as "Suppliers").

HUMAN RIGHTS POLICY Adopted by the Board on 1 August 2022. This policy applies to Morgan Sindall Group plc, our subsidiaries, and entities in which we hold a majority interest. While we primarily work in the UK, we believe that we have a responsibility to ensure that human rights are understood and observed in the areas that we work, including those of our suppliers, who may be based outside our main country of operation. We respect and support the dignity, wellbeing and human rights of our employees, workers in our supply chain, communities in which we live and those affected by our operations. We recognise we must diligently act to avoid infringing on the rights of others and address the adverse impacts of our operations.

Morgan Sindall Group plc HR Policy: 004 Updated Guidance Note on The Bribery Act 2010 Once printed, this document is uncontrolled. Controlled copies are available on inforMS GUIDANCE.

NOTE ON THE BRIBERY ACT 2010 On the 1st July 2011, the Bribery Act 2010 became law. This is a consolidation of all previous legislation and common law but also contains certain new offences. It applies to bribery within the private sector as well as the public sector and has given the UK courts a wider territorial jurisdiction than existed previously. The Act introduces a new offence whereby a company can be liable if its employees or its associates commit bribery unless it has adequate procedures in place to prevent bribery occurring. Why is the Act relevant particularly to us? The construction industry as a whole is particularly exposed to the new law as a result of: › the nature of the projects and contracts undertaken in the industry (large scale, often "one offs" and involving significant sums of money); › the often necessary involvement of, and/or interaction with, government departments or officials, whether as end customers or in the provision of requisite licences and consents; › the extensive supply chain on projects involving the use of sub-contractors, consultants and agents; and › the extent of corporate hospitality in some sectors of the industry. The absence of overseas operations within the Group does reduce the risks of falling foul of certain aspects of the Act, but there is still scope for offences to be committed within the UK and each of the divisions is taking steps to address these risks, having regard to the Group Ethics Policy, the Act and the Ministry of Justice's Guidance. As the corporate head office of the Group, Morgan Sindall Group has less exposure to the risks affecting the construction industry but

certain risks of committing an offence under the Act do exists in its day to day activities and it needs to manage these risks by having appropriate and proportionate safeguards and polices and through education and training.

[Fixed row]

(8.15) Do you engage in landscape (including jurisdictional) initiatives to progress shared sustainable land use goals?

	Engagement in landscape/jurisdictional initiatives
	Select from: <input checked="" type="checkbox"/> Yes, we engage in landscape/jurisdictional initiatives

[Fixed row]

(8.15.1) Indicate the criteria you consider when prioritizing landscapes and jurisdictions for engagement in collaborative approaches to sustainable land use and provide an explanation.

(8.15.1.1) Criteria for prioritizing landscapes/jurisdictions for engagement

Select all that apply

- ☒ Ability to contribute to/ build on existing landscape/jurisdictional initiatives
- ☒ Local government's commitment to sustainable land use
- ☒ Opportunity for increased human well-being in area

(8.15.1.2) Explain your process for prioritizing landscapes/jurisdictions for engagement

We are founder members of the Supply Chain Sustainability School. The School provides FREE practical support in the form of CPD accredited e-learning modules and training workshops, tailored self-assessment and action plans, bench-marking tools, networking opportunities and access to thousands of online resources. Benefits reported by our members include; cost & time savings, business won, increased competitive advantage, reduced risk and enhanced reputation. A recent module was "Sustainable Timber and Chain of Custody". Grown in Britain" is a government backed, and industry-led, which aims to create a more sustainable future for British forests. In line with the UKCG / Build UK commitment, the Group has supported the Grown in Britain campaign since 2011 and seeks to procure British

grown timber where feasible WWF's Forest Campaign We support WWF's Forest Campaign, which is calling for a transition to a 100% legal and sustainable timber market in the UK and EU
[Fixed row]

(8.15.2) Provide details of your engagement with landscape/jurisdictional initiatives to sustainable land use during the reporting year.

Row 1

(8.15.2.1) Landscape/jurisdiction ID

Select from:

☒ LJ1

(8.15.2.2) Name of initiative

Lakenheath Fen

(8.15.2.3) Country/area

Select from:

☒ United Kingdom of Great Britain and Northern Ireland

(8.15.2.4) Name of landscape or jurisdiction area

Lakenheath Fen on the Norfolk/Suffolk border

(8.15.2.6) Indicate if you can provide the size of the area covered by the initiative

Select from:

☒ Yes

(8.15.2.7) Area covered by the initiative (ha)

(8.15.2.8) Type of engagement

Select all that apply

- ☒ Convener: Leads or facilitates the design, set-up, and high-level management of the initiative
- ☒ Implementer: Executes actions based on the collective goals
- ☒ Funder: Provides full or partial financial resources

(8.15.2.9) Engagement start year

2022

(8.15.2.10) Engagement end year

Select from:

- ☒ Not defined

(8.15.2.11) Estimated investment over the project period

1200000

(8.15.2.12) Landscape goals supported by engagement

Environmental

- | | |
|--|---|
| <input checked="" type="checkbox"/> Carbon offsetting | <input checked="" type="checkbox"/> Ecosystem services maintained and/or enhanced |
| <input checked="" type="checkbox"/> Decreased ecosystem degradation rate | <input checked="" type="checkbox"/> Improved rate of carbon sequestration (e.g., through restoration) |
| <input checked="" type="checkbox"/> Biodiversity protected and/or restored efforts | <input checked="" type="checkbox"/> Improved community resilience from climate adaptation plans or mitigation |
| <input checked="" type="checkbox"/> Increased and/or maintained protected areas | |
| <input checked="" type="checkbox"/> Natural ecosystems conserved and/or restored | |

Social

- ☒ Ensuring local communities and smallholders benefit from the outcomes of landscape/jurisdictional initiative

Production

- ☒ Improved and/or maintained soil health

(8.15.2.13) Organization actions supporting initiative

Participate in planning and multi-stakeholder alignment

- ☒ Co-design and develop goals, strategies and an action plan with timebound targets and milestones for the initiative
- ☒ Collaborate on establishing and managing monitoring system for biodiversity, habitat fragmentation and/or threats to IUCN Red List species in priority areas

Build community and multi-stakeholder capacities

- ☒ Communicate externally the business case for investing in landscapes/jurisdiction
- ☒ Engage stakeholders on importance of conservation, restoration and/or rehabilitation

(8.15.2.14) Type of partners engaged in the initiative design and implementation

Select all that apply

- ☒ Local communities
- ☒ NGO and/or civil society
- ☒ Private sector

(8.15.2.15) Description of engagement

In 2022 we have entered into a partnership with the Royal Society for the Protection of Birds – the RSPB – to help them restore existing farmland into a haven for wildlife. We have now acquired the land and our investment will enable them to convert those fields into a peat rich, biodiverse wetland. This land is next to their existing site at Lakenheath Fen on the Norfolk/Suffolk border and means they can extend the habitat they've already created for a range of birds, as well as protecting the peat in the soil and helping to reduce carbon emissions. The RSPB hopes to begin works on site in autumn 2023, installing sluices and dams to raise water levels, reprofiling existing ditches to make them more wildlife friendly and creating new ditches and pools

(8.15.2.16) Collective monitoring framework used to measure progress towards landscape goals and actions

Select from:

☒ No, but we are planning to monitor progress in the next two years

(8.15.2.18) Claims made

Select from:

☒ No, we are not making any claims, and we do not plan to within the next two years

Row 2

(8.15.2.1) Landscape/jurisdiction ID

Select from:

☒ LJ2

(8.15.2.2) Name of initiative

Northern Bog

(8.15.2.3) Country/area

Select from:

☒ United Kingdom of Great Britain and Northern Ireland

(8.15.2.4) Name of landscape or jurisdiction area

North Pennines

(8.15.2.6) Indicate if you can provide the size of the area covered by the initiative

Select from:

☒ Yes

(8.15.2.7) Area covered by the initiative (ha)

255

(8.15.2.8) Type of engagement

Select all that apply

- ☒ Convener: Leads or facilitates the design, set-up, and high-level management of the initiative
- ☒ Partner: Shares responsibility with other stakeholders to manage and implement actions.
- ☒ Implementer: Executes actions based on the collective goals
- ☒ Funder: Provides full or partial financial resources

(8.15.2.9) Engagement start year

2022

(8.15.2.10) Engagement end year

Select from:

- ☒ Not defined

(8.15.2.11) Estimated investment over the project period

1200000

(8.15.2.12) Landscape goals supported by engagement

Environmental

- | | |
|--|---|
| <input checked="" type="checkbox"/> Carbon offsetting | <input checked="" type="checkbox"/> Ecosystem services maintained and/or enhanced |
| <input checked="" type="checkbox"/> Decreased ecosystem degradation rate | <input checked="" type="checkbox"/> Improved rate of carbon sequestration (e.g., through restoration) |
| <input checked="" type="checkbox"/> Biodiversity protected and/or restored efforts | <input checked="" type="checkbox"/> Improved community resilience from climate adaptation plans or mitigation |
| <input checked="" type="checkbox"/> Increased and/or maintained protected areas | |
| <input checked="" type="checkbox"/> Natural ecosystems conserved and/or restored | |

Governance

- ☒ Promotion of transparency, participation, inclusion, and coordination in landscape policy, planning, and management

Social

- ☒ Implementation of livelihood activities/practices that reduce pressure on forests

Production

- ☒ Improved and/or maintained soil health

(8.15.2.13) Organization actions supporting initiative

Participate in planning and multi-stakeholder alignment

- ☒ Co-design and develop goals, strategies and an action plan with timebound targets and milestones for the initiative
- ☒ Collaborate on establishing and managing monitoring system for deforestation, natural ecosystem conversion and/or degradation

Build community and multi-stakeholder capacities

- ☒ Communicate externally the business case for investing in landscapes/jurisdiction
- ☒ Engage stakeholders on importance of conservation, restoration and/or rehabilitation

(8.15.2.14) Type of partners engaged in the initiative design and implementation

Select all that apply

- ☒ Local communities
- ☒ NGO and/or civil society
- ☒ Private sector

(8.15.2.15) Description of engagement

In 2022 we commenced the North Bog partnership with North Pennines Area of Outstanding Natural Beauty (AONB) and Yorkshire Peat Partnership to work in collaboration to support the Great North Bog peatland. This project will locate, develop, and restore 300 hectares of severely damaged blanket bog in the North Pennines AONB, UNESCO Global Geopark, the Yorkshire Dales National Park, and the surrounding upland areas. It is a landscape approach to the restoration of upland peat which currently stores 400 million tonnes of carbon. The team is on-site repairing 9 sites sealing in carbon whilst restoring the capping and trapping water to maintain the exposed peat

(8.15.2.16) Collective monitoring framework used to measure progress towards landscape goals and actions

Select from:

☒ Yes, progress is monitored using an internally defined framework

(8.15.2.17) State the achievements of your engagement so far and how progress is monitored

To early in the scheme to measure

(8.15.2.18) Claims made

Select from:

☒ No, we are not making any claims, and we do not plan to within the next two years

[Add row]

(8.15.3) For each of your disclosed commodities, provide details on the disclosure volume from each of the landscapes/jurisdictions you engage in.

Row 1

(8.15.3.1) Landscape/jurisdiction ID

Select from:

☒ LJ1

(8.15.3.2) Does any of your produced and/or sourced commodity volume originate from this landscape/jurisdiction, and are you able/willing to disclose information on this volume?

Select from:

☒ No, we do not produce/source from this landscape/jurisdiction

Row 2

(8.15.3.1) Landscape/jurisdiction ID

Select from:

☒ LJ2

(8.15.3.2) Does any of your produced and/or sourced commodity volume originate from this landscape/jurisdiction, and are you able/willing to disclose information on this volume?

Select from:

☒ No, we do not produce/source from this landscape/jurisdiction

[Add row]

(8.16) Do you participate in any other external activities to support the implementation of policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains?

Select from:

☒ Yes

(8.16.1) Provide details of the external activities to support the implementation of your policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains

Row 1

(8.16.1.1) Commodity

Select all that apply

☒ Timber products

(8.16.1.2) Activities

Select all that apply

☒ Engaging with non-governmental organizations

(8.16.1.3) Country/area

Select from:

☒ United Kingdom of Great Britain and Northern Ireland

(8.16.1.4) Subnational area

Select from:

☒ Not applicable

(8.16.1.5) Provide further details of the activity

We are founder members of the Supply Chain Sustainability School. The School provides FREE practical support in the form of CPD accredited e-learning modules and training workshops, tailored self-assessment and action plans, bench-marking tools, networking opportunities and access to thousands of online resources. A recent module was "Sustainable Timber and Chain of Custody

[Add row]

(8.17) Is your organization supporting or implementing project(s) focused on ecosystem restoration and long-term protection?

Select from:

☒ Yes

(8.17.1) Provide details on your project(s), including the extent, duration, and monitoring frequency. Please specify any measured outcome(s).

Row 1

(8.17.1.1) Project reference

Select from:

☒ Project 1

(8.17.1.2) Project type

Select from:

- ☒ Reforestation

(8.17.1.3) Expected benefits of project

Select all that apply

- ☒ Improvement to soil health
- ☒ Reduction of air pollution
- ☒ Reduce/halt biodiversity loss
- ☒ Contribution to Net Zero goals
- ☒ Contribution to SBTi target(s)
- ☒ Increase in carbon sequestration
- ☒ Restoration of natural ecosystem(s)
- ☒ Net gain in biodiversity and ecosystem integrity
- ☒ Creation of green jobs and sustainable livelihoods

(8.17.1.4) Is this project originating any carbon credits?

Select from:

- ☒ Yes

(8.17.1.5) Description of project

Blenheim woodlands in 2021 Morgan Sindall Group commenced with planting more than a quarter of a million trees on 9 interconnected pieces of land spanning 150 hectares to create a thriving, self-sustaining eco-system. The project is being delivered in conjunction with Grown In Britain, an independent not-for-profit organisation that the Group helped set up in 2011, which focuses on revitalising and investing in woodlands and certifying British wood products. Over the course of the next 25 years, these woodlands will absorb a total of 22,000 tonnes of carbon from the atmosphere, capturing it in the trees, plants and soil. The 28 varieties of carefully chosen trees help to purify the air, hold the soil of the sloping fields and provide a home to birds, insects, animals and fungi. Morgan Sindall have helped to fund, design and create the woodlands, in collaboration with Cotswolds-based forestry company, Nicholsons. The woods incorporate 28 carefully selected varieties of trees – including Hornbeam, Lime, Sycamore, Wild Cherry, Oak, Norway Maple, Alder and Beech in the mixed woodlands with an understorey of woody shrub species including Hazel, Hawthorn, Viburnums, Euonymus and Dogwoods to create a diverse and self-sustaining eco-system. Experimental species have also been included to assess climate resilience and a small percentage of conifers planted to provide winter habitats for wildlife. The project has set new standards for auditing and transparency, with changes to the air, water and soil monitored, and carbon levels tracked using state-of-the-art technology - including drones with Artificial Intelligence – to quantify environmental changes. To date 273,673 trees have been successfully planted and over 25,000m of deer fence erected. We have pioneered the first plastics free woodland in the UK

(8.17.1.6) Where is the project taking place in relation to your value chain?

Select all that apply

- ☒ Project based in area with direct operations

☒ Project based in sourcing area(s)

☒ Project based elsewhere

(8.17.1.7) Start year

2021

(8.17.1.8) Target year

Select from:

☒ Indefinitely

(8.17.1.9) Project area to date (Hectares)

154

(8.17.1.10) Project area in the target year (Hectares)

154

(8.17.1.11) Country/Area

Select from:

☒ United Kingdom of Great Britain and Northern Ireland

(8.17.1.12) Latitude

51.852

(8.17.1.13) Longitude

-1.372

(8.17.1.14) Monitoring frequency

Select from:

☒ Annually

(8.17.1.15) Total investment over the project period (currency)

10000000

(8.17.1.16) For which of your expected benefits are you monitoring progress?

Select all that apply

- ☒ Improvement to soil health
- ☒ Reduction of air pollution
- ☒ Contribution to Net Zero goals
- ☒ Contribution to SBTi target(s)
- ☒ Increase in carbon sequestration
- ☒ Net gain in biodiversity and ecosystem integrity

(8.17.1.17) Please explain

Supporting the ground-breaking scheme is the Forest Canopy Foundation (FCF), Grown in Britain and Nicholsons. The tree planting project, will capture over 22,000 tonnes of CO2 over the next 25 years, also includes the creation of a forest school, wildflower meadows, open spaces and more than 15km of linked public footpaths. This project represents the first woodlands to be planted under the Forest Canopy Foundation (FCF) – a not-for-profit collaboration of private sector forestry companies who have joined forces to demonstrate technical rigour and quality in woodland creation. Grown in Britain will carry out regular independent auditing of the scheme to measure its natural capital gains including cleaner air and water as well as richer soil. The Rural Team are working with Nicholsons to create the new woodland areas, put up signage, waymarkers and fencing and all the trees have been fitted with biodegradable tree guards to minimise the use of plastics

Row 2

(8.17.1.1) Project reference

Select from:

- ☒ Project 2

(8.17.1.2) Project type

Select from:

- ☒ Other ecosystem restoration

(8.17.1.3) Expected benefits of project

Select all that apply

- ☒ Improvement to soil health
- ☒ Reduction of air pollution
- ☒ Reduce/halt biodiversity loss
- ☒ Contribution to Net Zero goals
- ☒ Contribution to SBTi target(s)
- ☒ Increase in carbon sequestration
- ☒ Restoration of natural ecosystem(s)
- ☒ Improvement of water availability and quality
- ☒ Net gain in biodiversity and ecosystem integrity
- ☒ Creation of green jobs and sustainable livelihoods

(8.17.1.4) Is this project originating any carbon credits?

Select from:

- ☒ Yes

(8.17.1.5) Description of project

Lakenheath Fen In 2022 we have entered into a partnership with the Royal Society for the Protection of Birds – the RSPB – to help them restore existing farmland into a haven for wildlife. We have now acquired the land and our investment will enable them to convert those fields into a peat rich, biodiverse wetland. This land is next to their existing site at Lakenheath Fen on the Norfolk/Suffolk border and means they can extend the habitat they've already created for a range of birds, as well as protecting the peat in the soil and helping to reduce carbon emissions.

(8.17.1.6) Where is the project taking place in relation to your value chain?

Select all that apply

- ☒ Project based in area with direct operations
- ☒ Project based in sourcing area(s)
- ☒ Project based elsewhere

(8.17.1.7) Start year

2022

(8.17.1.8) Target year

Select from:

☒ Indefinitely

(8.17.1.9) Project area to date (Hectares)

54

(8.17.1.10) Project area in the target year (Hectares)

54

(8.17.1.11) Country/Area

Select from:

☒ United Kingdom of Great Britain and Northern Ireland

(8.17.1.12) Latitude

52.448264

(8.17.1.13) Longitude

0.528806

(8.17.1.14) Monitoring frequency

Select from:

☒ Annually

(8.17.1.15) Total investment over the project period (currency)

1000000

(8.17.1.16) For which of your expected benefits are you monitoring progress?

Select all that apply

- ☒ Improvement to soil health
- ☒ Reduction of air pollution
- ☒ Reduce/halt biodiversity loss
- ☒ Contribution to Net Zero goals
- ☒ Contribution to SBTi target(s)

- ☒ Increase in carbon sequestration
- ☒ Restoration of natural ecosystem(s)
- ☒ Improvement of water availability and quality
- ☒ Net gain in biodiversity and ecosystem integrity
- ☒ Creation of green jobs and sustainable livelihoods

(8.17.1.17) Please explain

Working with the RSPB we plan to create new areas of grassland in order to encourage breeding species such as Northern Lapwing, Common Redshank, Yellow Wagtail and Eurasian Skylark. It also hopes that an area of wet sedge fen might attract Spotted Crake. The reserve's Common Cranes will also benefit from the plans. By raising water levels and wetting the peat-derived soils, we will be creating important wildlife habitats like wet grassland and fen. In addition, this will massively reduce the loss of carbon from the soil, helping with the climate emergency the planet is facing.

Row 3

(8.17.1.1) Project reference

Select from:

- ☒ Project 3

(8.17.1.2) Project type

Select from:

- ☒ Peatland protection and restoration

(8.17.1.3) Expected benefits of project

Select all that apply

- ☒ Improvement to soil health
- ☒ Reduction of air pollution
- ☒ Reduce/halt biodiversity loss
- ☒ Contribution to Net Zero goals
- ☒ Contribution to SBTi target(s)

- ☒ Increase in carbon sequestration
- ☒ Restoration of natural ecosystem(s)
- ☒ Improvement of water availability and quality
- ☒ Net gain in biodiversity and ecosystem integrity
- ☒ Creation of green jobs and sustainable livelihoods

(8.17.1.4) Is this project originating any carbon credits?

Select from:

☒ Yes

(8.17.1.5) Description of project

In 2022 we commenced the North Bog partnership. North Pennines Area of Outstanding Natural Beauty (AONB) and Yorkshire Peat Partnership to work in collaboration to support the Great North Bog peatland. This project will locate, develop, and restore 300 hectares of severely damaged blanket bog in the North Pennines AONB, UNESCO Global Geopark, the Yorkshire Dales National Park, and the surrounding upland areas. It is a landscape approach to the restoration of upland peat which currently stores 400 million tonnes of carbon. The team is on-site repairing 9 sites sealing in carbon whilst restoring the capping and trapping water to maintain the exposed peat

(8.17.1.6) Where is the project taking place in relation to your value chain?

Select all that apply

☒ Project based in area with direct operations

☒ Project based in sourcing area(s)

☒ Project based elsewhere

(8.17.1.7) Start year

2022

(8.17.1.8) Target year

Select from:

☒ Indefinitely

(8.17.1.9) Project area to date (Hectares)

300

(8.17.1.10) Project area in the target year (Hectares)

(8.17.1.11) Country/Area*Select from:*☒ United Kingdom of Great Britain and Northern Ireland**(8.17.1.12) Latitude**

53.47

(8.17.1.13) Longitude

-2.25

(8.17.1.14) Monitoring frequency*Select from:*☒ Annually**(8.17.1.15) Total investment over the project period (currency)**

1000000

(8.17.1.16) For which of your expected benefits are you monitoring progress?*Select all that apply*

- ☒ Improvement to soil health
- ☒ Reduction of air pollution
- ☒ Reduce/halt biodiversity loss
- ☒ Contribution to Net Zero goals
- ☒ Contribution to SBTi target(s)

- ☒ Increase in carbon sequestration
- ☒ Restoration of natural ecosystem(s)
- ☒ Improvement of water availability and quality
- ☒ Net gain in biodiversity and ecosystem integrity
- ☒ Creation of green jobs and sustainable livelihoods

(8.17.1.17) Please explain

Restoration of the Great North Bog will in time avoid annual carbon losses estimated at 3.7 million tonnes per year, and by doing so reduce UK peatland emissions by almost 20%. As revegetation takes hold, the blanket bog will safeguard the carbon stored in the peatland and will begin to take in and store additional carbon from the atmosphere. The restoration of the Great North Bog will leave a living, national legacy of a functioning ecosystem providing vital services for future generations, including: Slowing the flow of water on peatlands, helping to mitigate flooding in towns and cities downstream; Reducing sediment load in rivers and the costs of water treatment to provide clean drinking water for millions; Storing millions of tonnes of carbon; and Supporting a range of wildlife.

[Add row]

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

☒ Yes

(9.1.1) Provide details on these exclusions.

Row 1

(9.1.1.1) Exclusion

Select from:

☒ Facilities

(9.1.1.2) Description of exclusion

Subcontractor and Manufacturer's Supply

(9.1.1.3) Reason for exclusion

Select from:

☒ Data is not available

(9.1.1.4) Primary reason why data is not available

Select from:

☒ No standardized procedure for collecting data

(9.1.1.7) Percentage of water volume the exclusion represents

Select from:

☒ 81-90%

(9.1.1.8) Please explain

Morgan Sindall Group is predominately a construction and fit out business. The products we use are manufactured off site and therefore most of our total water usage is with our suppliers, manufacturers, and subcontractors. Our own use is in the main for our own offices and on-site where we use water for Site Accommodation, General site activities, Wet Trades (Plastering etc), Groundworks, Hydro demolition, cleaning tools and plant and Testing (Drainage, leakage, building systems, pressure tests etc).

[Add row]

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☒ 76-99

(9.2.2) Frequency of measurement

Select from:

☒ Yearly

(9.2.3) Method of measurement

Utility providers invoices

(9.2.4) Please explain

We try and capture all water withdrawals and compile aggregated data from utility providers on an annual basis. However, being such a large organisation covering so many sites across the UK that's not always possible with our current monitoring systems

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:

☒ 76-99

(9.2.2) Frequency of measurement

Select from:

☒ Yearly

(9.2.3) Method of measurement

Utility providers invoices and internal site populated trackers

(9.2.4) Please explain

Very difficult to measure with our current monitoring systems.

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:

☒ 1-25

(9.2.2) Frequency of measurement

Select from:

☒ Yearly

(9.2.3) Method of measurement

Estimated

(9.2.4) Please explain

Very difficult to measure with our current monitoring systems.

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☒ 1-25

(9.2.2) Frequency of measurement

Select from:

☒ Yearly

(9.2.3) Method of measurement

Estimated

(9.2.4) Please explain

Very difficult to measure with our current monitoring systems.

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:

☒ 1-25

(9.2.2) Frequency of measurement

Select from:

☒ Yearly

(9.2.3) Method of measurement

Estimated

(9.2.4) Please explain

Very difficult to measure with our current monitoring systems.

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:

☒ Not monitored

(9.2.4) Please explain

Not currently practical to monitor

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:

☒ Not monitored

(9.2.4) Please explain

Not currently practical to monitor

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

Select from:

☒ Not monitored

(9.2.4) Please explain

Not currently practical to monitor

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:

☒ Not monitored

(9.2.4) Please explain

Not currently practical to monitor

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:

☒ 51-75

(9.2.2) Frequency of measurement

Select from:

☒ Yearly

(9.2.3) Method of measurement

Utility providers invoices and internal site populated trackers

(9.2.4) Please explain

Utility providers invoices and internal site populated trackers

Water recycled/reused

(9.2.1) % of sites/facilities/operations

Select from:

☒ 1-25

(9.2.2) Frequency of measurement

Select from:

☒ Yearly

(9.2.3) Method of measurement

Estimated

(9.2.4) Please explain

Very difficult to measure with our current monitoring systems

The provision of fully-functioning, safely managed WASH services to all workers

(9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

(9.2.2) Frequency of measurement

Select from:

☒ Monthly

(9.2.3) Method of measurement

Health and Safety compliance register on each project

(9.2.4) Please explain

Safety, health, wellbeing and environment policy. We are committed to ensuring the safety, health and wellbeing of everyone who works on and comes into contact with our business by providing safe and healthy working conditions. This includes access to safe water, sanitation and hygiene. We report and review progress “ensuring compliance with any associated legal and other requirements”. This includes the CDM Regulations which includes the requirement for suitable welfare facilities on all of our projects. Our Construction business’s health and safety plan, Section 3.40 is developed for each project so it is specific to the particular needs and risk posed by the project. It includes the commitment to “provide welfare and first aid that exceed the minimum standards of welfare set by legislation”. It also includes requirements for toilets (male and female), hot water for washing hands, drinking water, etc, and all of these must be in place on day 1 of each project commencing

[Fixed row]

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total withdrawals

(9.2.2.1) Volume (megaliters/year)

155

(9.2.2.2) Comparison with previous reporting year

Select from:

☒ Much lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:

☒ Unknown

(9.2.2.5) Primary reason for forecast

Select from:

☒ Increase/decrease in business activity

(9.2.2.6) Please explain

In 2023, our withdrawals were 275 megaliters. We are a construction and regeneration Group and the type of work we carry out can vary and therefore so can our water consumption demand

Total discharges

(9.2.2.1) Volume (megaliters/year)

124

(9.2.2.2) Comparison with previous reporting year

Select from:

☒ Much lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:

☒ Unknown

(9.2.2.5) Primary reason for forecast

Select from:

☒ Increase/decrease in business activity

(9.2.2.6) Please explain

We are working towards recording discharge but do not currently have processes in place throughout the Group. However, we have estimated that approx. 80% of the Group's water withdrawals are discharged

Total consumption

(9.2.2.1) Volume (megaliters/year)

31

(9.2.2.2) Comparison with previous reporting year

Select from:

☒ Much lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:

☒ Unknown

(9.2.2.5) Primary reason for forecast

Select from:

☒ Increase/decrease in business activity

(9.2.2.6) Please explain

We are working towards recording discharge but do not currently have processes in place throughout the Group. However, we have estimated that approx. 80% of the Group's water withdrawals are discharged. Therefore, 20% is consumed.

[Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

(9.2.4.1) Withdrawals are from areas with water stress

Select from:

☒ Yes

(9.2.4.2) Volume withdrawn from areas with water stress (megaliters)

128

(9.2.4.3) Comparison with previous reporting year

Select from:

☒ Lower

(9.2.4.4) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in business activity

(9.2.4.5) Five-year forecast

Select from:

☒ Unknown

(9.2.4.6) Primary reason for forecast

Select from:

☒ Increase/decrease in business activity

(9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

82.58

(9.2.4.8) Identification tool

Select all that apply

☒ Other, please specify :Environment Agency "Water stressed areas - final classification July 2021", Classified as "S" Serious

(9.2.4.9) Please explain

We estimated the volume based on the geographical region and the number and size of each project in the region. We selected the Identification tool, "Water stressed areas - final classification July 2021", classified as "S" Serious" as it is supported by the Environment Agency in the UK. We identified each project by postcode and aligned them with main rivers and their stress status
[Fixed row]

(9.2.7) Provide total water withdrawal data by source.

Fresh surface water, including rainwater, water from wetlands, rivers, and lakes

(9.2.7.1) Relevance

Select from:

☒ Relevant but volume unknown

(9.2.7.5) Please explain

Being such a large organisation covering so many sites across the UK it is not currently possible with our current monitoring systems to capture anything other than Third Party Sources

Brackish surface water/Seawater

(9.2.7.1) Relevance

Select from:

☒ Relevant but volume unknown

(9.2.7.5) Please explain

Being such a large organisation covering so many sites across the UK it is not currently possible with our current monitoring systems to capture anything other than Third Party Sources

Groundwater – renewable

(9.2.7.1) Relevance

Select from:

☒ Relevant but volume unknown

(9.2.7.5) Please explain

Being such a large organisation covering so many sites across the UK it is not currently possible with our current monitoring systems to capture anything other than Third Party Sources

Groundwater – non-renewable

(9.2.7.1) Relevance

Select from:

☒ Relevant but volume unknown

(9.2.7.5) Please explain

Being such a large organisation covering so many sites across the UK it is not currently possible with our current monitoring systems to capture anything other than Third Party Sources

Produced/Entrained water

(9.2.7.1) Relevance

Select from:

☒ Relevant but volume unknown

(9.2.7.5) Please explain

Being such a large organisation covering so many sites across the UK it is not currently possible with our current monitoring systems to capture anything other than Third Party Sources

Third party sources

(9.2.7.1) Relevance

Select from:

☒ Relevant

(9.2.7.2) Volume (megaliters/year)

155

(9.2.7.3) Comparison with previous reporting year

Select from:

☒ Much lower

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in business activity

(9.2.7.5) Please explain

We try and capture all water withdrawals and compile aggregated data from utility providers on an annual basis. However, being such a large organisation covering so many sites across the UK that's not always possible with our current monitoring systems

[Fixed row]

(9.2.8) Provide total water discharge data by destination.

	Relevance	Please explain
Fresh surface water	Select from: <input checked="" type="checkbox"/> Relevant but volume unknown	We normally have up to 500 projects running across the UK at any given time. Our current reporting doesn't provide this data
Brackish surface water/seawater	Select from: <input checked="" type="checkbox"/> Relevant but volume unknown	We normally have up to 500 projects running across the UK at any given time. Our current reporting doesn't provide this data
Groundwater	Select from: <input checked="" type="checkbox"/> Relevant but volume unknown	We normally have up to 500 projects running across the UK at any given time. Our current reporting doesn't provide this data
Third-party destinations	Select from: <input checked="" type="checkbox"/> Relevant but volume unknown	We normally have up to 500 projects running across the UK at any given time. Our current reporting doesn't provide this data

[Fixed row]

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

Direct operations

(9.3.1) Identification of facilities in the value chain stage

Select from:

☒ Yes, we have assessed this value chain stage and identified facilities with water-related dependencies, impacts, risks, and opportunities

(9.3.2) Total number of facilities identified

(9.3.3) % of facilities in direct operations that this represents

Select from:

☒ 1-25

(9.3.4) Please explain

We established the number of facilities (projects). Each project's postcode was aligned with main rivers and their stress status. We selected the Identification tool, "Water stressed areas - final classification July 2021", classified as "S" Serious" as it is supported by the Environment Agency in the UK.

Upstream value chain

(9.3.1) Identification of facilities in the value chain stage

Select from:

☒ Yes, we have assessed this value chain stage and identified facilities with water-related dependencies, impacts, risks, and opportunities

(9.3.2) Total number of facilities identified

1000

(9.3.4) Please explain

The Group procured goods and services from over 8000 suppliers and subcontractor in 2024
[Fixed row]

(9.3.1) For each facility referenced in 9.3, provide coordinates, water accounting data, and a comparison with the previous reporting year.

Row 1

(9.3.1.1) Facility reference number

Select from:

☒ Facility 1

(9.3.1.2) Facility name (optional)

Thames

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Impacts

☒ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

United Kingdom of Great Britain and Northern Ireland

☒ Thames

(9.3.1.8) Latitude

51.51

(9.3.1.9) Longitude

-0.12

(9.3.1.10) Located in area with water stress

Select from:

☒ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

50.26

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ Much higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

50.26

(9.3.1.21) Total water discharges at this facility (megaliters)

40.21

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☒ Much higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

40.21

(9.3.1.27) Total water consumption at this facility (megaliters)

10.05

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ Much higher

(9.3.1.29) Please explain

We established the number of facilities (projects). Each project's postcode was aligned with main rivers and their stress status. We selected the Identification tool, "Water stressed areas - final classification July 2021", classified as "S" Serious" as it is supported by the Environment Agency in the UK. We try and capture all water withdrawals and compile aggregated data from utility providers on an annual basis. However, being such a large organisation covering so many sites across the UK that is not always possible with our current monitoring systems. In 2023, our withdrawals were 275 megalitres. The withdrawal in 2024 was 155 megalitres and therefore 44% Lower (much Lower). However, the projects we worked on in 2024 were much higher in the Thames Valley. We have estimated that 20% of the Group's withdrawal is consumed and 80% is discharged. Our estimate is based on what we use water for on Projects and offices. Without water we cannot build. Its availability is equally important on site as it is to our suppliers and manufacturers, and in our own offices. On-site we use water for Site Accommodation, General site activities, Wet Trades (Plastering etc), Groundworks, Hydro demolition, cleaning tools and plant and Testing (Drainage, leakage, building systems, pressure tests etc)

Row 2

(9.3.1.1) Facility reference number

Select from:

☒ Facility 2

(9.3.1.2) Facility name (optional)

Trent

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Impacts

☒ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

United Kingdom of Great Britain and Northern Ireland

☒ Trent

(9.3.1.8) Latitude

52.73

(9.3.1.9) Longitude

-2.2

(9.3.1.10) Located in area with water stress

Select from:

☒ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

24.19

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ Lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

24.19

(9.3.1.21) Total water discharges at this facility (megaliters)

19.35

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☒ Lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

19.35

(9.3.1.27) Total water consumption at this facility (megaliters)

4.8

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ Higher

(9.3.1.29) Please explain

We established the number of facilities (projects). Each project’s postcode was aligned with main rivers and their stress status. We selected the Identification tool, “Water stressed areas - final classification July 2021”, classified as “S” Serious” as it is supported by the Environment Agency in the UK. We try and capture all water withdrawals and compile aggregated data from utility providers on an annual basis. However, being such a large organisation covering so many sites across the UK that is not always possible with our current monitoring systems. In 2023, our withdrawals were 275 megalitres. The withdrawal in 2024 was 155 megalitres and therefore 44% Lower (much Lower). However, the projects we worked on in 2024 were Lower in the Trent region. We have estimated that 20% of the Group’s withdrawal is consumed and 80% is discharged. Our estimate is based on what we use water for on Projects and offices. Without water we cannot build. Its availability is equally important on site as it is to our suppliers and manufacturers, and in our own offices. On-site we use water for Site Accommodation, General site activities, Wet Trades (Plastering etc), Groundworks, Hydro demolition, cleaning tools and plant and Testing (Drainage, leakage, building systems, pressure tests etc)

Row 3

(9.3.1.1) Facility reference number

Select from:

☒ Facility 3

(9.3.1.2) Facility name (optional)

Great Ouse, Stour, Medway, Avon

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Impacts

☒ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

United Kingdom of Great Britain and Northern Ireland

☒ Other, please specify :Great Ouse, Stour, Medway, Avon

(9.3.1.8) Latitude

0

(9.3.1.9) Longitude

0

(9.3.1.10) Located in area with water stress

Select from:

☒ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

53.06

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ Much lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

53.06

(9.3.1.21) Total water discharges at this facility (megaliters)

42.45

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☒ Much lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

42.45

(9.3.1.27) Total water consumption at this facility (megaliters)

10.61

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ Much lower

(9.3.1.29) Please explain

We established the number of facilities (projects). Each project's postcode was aligned with main rivers and their stress status. We selected the Identification tool, "Water stressed areas - final classification July 2021", classified as "S" Serious" as it is supported by the Environment Agency in the UK. We try and capture all water withdrawals and compile aggregated data from utility providers on an annual basis. However, being such a large organisation covering so many sites across the UK that is not always possible with our current monitoring systems. In 2023, our withdrawals were 275 megalitres. The withdrawal in 2024 was 155 megalitres and therefore 44% Lower (much Lower). We have estimated that 20% of the Group's withdrawal is consumed and 80% is discharged. Our estimate is based on what we use water for on Projects and offices. Without water we cannot build. Its availability is equally important on site as it is to our suppliers and manufacturers, and in our own offices. On-site we use water for Site Accommodation, General site activities, Wet Trades (Plastering etc), Groundworks, Hydro demolition, cleaning tools and plant and Testing (Drainage, leakage, building systems, pressure tests etc)

Row 4

(9.3.1.1) Facility reference number

Select from:

☒ Facility 4

(9.3.1.2) Facility name (optional)

Other River Basins not in stressed areas

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Impacts

☒ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

United Kingdom of Great Britain and Northern Ireland

☒ Other, please specify :Other river basins not in stressed areas

(9.3.1.8) Latitude

0

(9.3.1.9) Longitude

0

(9.3.1.10) Located in area with water stress

Select from:

☒ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

27.63

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ Much lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

27.63

(9.3.1.21) Total water discharges at this facility (megaliters)

22.1

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☒ Much lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

27.63

(9.3.1.27) Total water consumption at this facility (megaliters)

5.52

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ Much lower

(9.3.1.29) Please explain

We established the number of facilities (projects). Each project's postcode was aligned with main rivers and their stress status. We selected the Identification tool, "Water stressed areas - final classification July 2021", classified as "S" Serious" as it is supported by the Environment Agency in the UK. We try and capture all water withdrawals and compile aggregated data from utility providers on an annual basis. However, being such a large organisation covering so many sites across the UK that is not always possible with our current monitoring systems. In 2023, our withdrawals were 275 megalitres. The withdrawal in 2024 was 155 megalitres and therefore 44% Lower (much Lower). We have estimated that 20% of the Group's withdrawal is consumed and 80% is discharged. Our estimate is based on what we use water for on Projects and offices. Without water we cannot build. Its availability is equally important on site as it is to our suppliers and manufacturers, and in our own offices. On-site we use water for Site Accommodation, General site activities, Wet Trades (Plastering etc), Groundworks, Hydro demolition, cleaning tools and plant and Testing (Drainage, leakage, building systems, pressure tests etc)

[Add row]

(9.3.2) For the facilities in your direct operations referenced in 9.3.1, what proportion of water accounting data has been third party verified?

Water withdrawals – total volumes

(9.3.2.1) % verified

Select from:

☒ Not verified

(9.3.2.3) Please explain

We try and capture all water withdrawals and compile aggregated data from utility providers on an annual basis. However, being such a large organisation covering so many sites across the UK that is not always possible with our current monitoring systems. The data is not third party verified

Water withdrawals – volume by source

(9.3.2.1) % verified

Select from:

☒ Not verified

(9.3.2.3) Please explain

We try and capture all water withdrawals and compile aggregated data from utility providers on an annual basis. However, being such a large organisation covering so many sites across the UK that is not always possible with our current monitoring systems. The data is not third party verified

Water withdrawals – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:

☒ Not verified

(9.3.2.3) Please explain

We try and capture all water withdrawals and compile aggregated data from utility providers on an annual basis. However, being such a large organisation covering so many sites across the UK that is not always possible with our current monitoring systems. The data is not third party verified

Water discharges – total volumes

(9.3.2.1) % verified

Select from:

☒ Not verified

(9.3.2.3) Please explain

We have estimated that 20% of the Group's withdrawal is consumed and 80% is discharged. Our estimate is based on what we use water for on Projects and offices

Water discharges – volume by destination

(9.3.2.1) % verified

Select from:

☒ Not verified

(9.3.2.3) Please explain

We have estimated that 20% of the Group's withdrawal is consumed and 80% is discharged. Our estimate is based on what we use water for on Projects and offices

Water discharges – volume by final treatment level

(9.3.2.1) % verified

Select from:

☒ Not verified

(9.3.2.3) Please explain

We have estimated that 20% of the Group's withdrawal is consumed and 80% is discharged. Our estimate is based on what we use water for on Projects and offices

Water discharges – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:

☒ Not verified

(9.3.2.3) Please explain

We have estimated that 20% of the Group’s withdrawal is consumed and 80% is discharged. Our estimate is based on what we use water for on Projects and offices

Water consumption – total volume

(9.3.2.1) % verified

Select from:
☒ Not verified

(9.3.2.3) Please explain

We have estimated that 20% of the Group’s withdrawal is consumed and 80% is discharged. Our estimate is based on what we use water for on Projects and offices
[Fixed row]

(9.4) Could any of your facilities reported in 9.3.1 have an impact on a requesting CDP supply chain member?

Select from:
☒ No facilities were reported in 9.3.1

(9.5) Provide a figure for your organization’s total water withdrawal efficiency.

	Revenue (currency)	Total water withdrawal efficiency	Anticipated forward trend
	4546200000	29330322.58	We are unable to provide a forward trend. The Group's construction sites are constantly changing as is the type of work we carry out

[Fixed row]

(9.12) Provide any available water intensity values for your organization’s products or services.

Row 1

(9.12.1) Product name

Water intensity by revenue

(9.12.2) Water intensity value

4546200000

(9.12.3) Numerator: Water aspect

Select from:

☒ Water withdrawn

(9.12.4) Denominator

0.003636

(9.12.5) Comment

Water intensity by revenue is currently the only intensity we measure
[Add row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(9.13.1) What percentage of your company's revenue is associated with products containing substances classified as hazardous by a regulatory authority?

Row 1

(9.13.1.1) Regulatory classification of hazardous substances

Select from:

☒ Other, please specify :Control of substances hazardous to health (COSHH)

(9.13.1.2) % of revenue associated with products containing substances in this list

Select from:

☒ Less than 10%

(9.13.1.3) Please explain

Our sites may use Fuels, oils, paints, solvents and other Control of Substances Hazardous to Health
[Add row]

(9.14) Do you classify any of your current products and/or services as low water impact?

(9.14.1) Products and/or services classified as low water impact

Select from:

☒ Yes

(9.14.2) Definition used to classify low water impact

Volume of water used

(9.14.4) Please explain

We do not use an extensive volume of water in our operations and have not set targets for water reduction. However, our aim is to reduce our water usage, harvest rainwater where possible, procure less water-intense materials and use less water-intense equipment. To reduce our reliance on fresh water, we use recycled water for dust suppression, cleaning, plant watering, toilets and industrial process use. We use sustainable drainage systems in our developments, which reduce surface water flooding and improve water quality, and install water-saving devices such as flow saver taps in the new homes we build.
[Fixed row]

(9.15) Do you have any water-related targets?

Select from:

☒ No, but we plan to within the next two years

(9.15.3) Why do you not have water-related target(s) and what are your plans to develop these in the future?

(9.15.3.1) Primary reason

Select from:

☒ We are planning to introduce a target within the next two years

(9.15.3.2) Please explain

We can have up to 500 site projects running at any given time. Our current reporting doesn't provide this data, but we are planning to introduce a target within the next two years.
[Fixed row]

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets, and if so what type?

(10.1.1) Targets in place

Select from:

☒ No, and we do not plan to within the next two years

(10.1.3) Please explain

We do not currently have targets in place. However, we do provide advice across the Group on how to reduce the reliance on plastic products and offer alternatives and solutions

[Fixed row]

(10.2) Indicate whether your organization engages in the following activities.

Production/commercialization of plastic polymers (including plastic converters)

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

We do not

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

We do not

Usage of durable plastics goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☒ Yes

(10.2.2) Comment

In the construction of buildings and infrastructure we do use plastic products for roofing, flooring, drainage, plumbing, insulation, cladding etc.

Production/commercialization of plastic packaging

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

We do not

Production/commercialization of goods/products packaged in plastics

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

We do not

Provision/commercialization of services that use plastic packaging (e.g., food services)

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

We do not

Provision of waste management and/or water management services

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

We do not

Provision of financial products and/or services for plastics-related activities

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

We do not

Other activities not specified

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

We do not

[Fixed row]

(10.4) Provide the total weight of plastic durable goods and durable components produced, sold and/or used, and indicate the raw material content.

	Total weight during the reporting year (Metric tons)	Raw material content percentages available to report	Please explain
Durable goods and durable components used	0	Select all that apply <input checked="" type="checkbox"/> None	Currently we do not collect this data

[Fixed row]

(10.6) Provide the total weight of waste generated by the plastic you produce, commercialize, use and/or process and indicate the end-of-life management pathways.

Usage of plastic

(10.6.1) Total weight of waste generated during the reporting year (Metric tons)

0

(10.6.2) End-of-life management pathways available to report

Select all that apply

☒ Recycling

(10.6.4) % recycling

0

(10.6.12) Please explain

Currently we do not collect this data

[Fixed row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☒ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☒ Land/water protection

☒ Land/water management

☒ Species management

☒ Education & awareness

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
	<p>Select from:</p> <p><input checked="" type="checkbox"/> Yes, we use indicators</p>	<p>Select all that apply</p> <p><input checked="" type="checkbox"/> Other, please specify :Project specific monitoring and Biodiversity Net Gain assessments confirming a minimum 10% achievement</p>

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Yes

(11.4.2) Comment

For each new construction project, we conduct biodiversity assessments to demonstrate a positive net gain of at least 10%. The assessment process requires us to classify an area by size, quality, location, and habitat type. Some projects may be in areas where there is a high level of habitat “distinctiveness” however the requirements ensure that an impact must be offset either on-site or off-site, or as a last resort by buying statutory biodiversity credits and all offsets must be of equal or greater quality to the area of important biodiversity (i.e., must be high or very high in distinctiveness as well). Where there is restoration of relict high or very high distinctiveness habitats, we record this as an enhancement, but we must evidence that restoration is ecologically viable, and there are existing plant communities still visible in the degraded habitat at baseline.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Yes

(11.4.2) Comment

For each new construction project, we conduct biodiversity assessments to demonstrate a positive net gain of at least 10%. The assessment process requires us to classify an area by size, quality, location, and habitat type. Some projects may be in areas where there is a high level of habitat “distinctiveness” however the requirements ensure that an impact must be offset either on-site or off-site, or as a last resort by buying statutory biodiversity credits and all offsets must be of equal or greater quality to the area of important biodiversity (i.e., must be high or very high in distinctiveness as well). Where there is restoration of relict high or very high

distinctiveness habitats, we record this as an enhancement, but we must evidence that restoration is ecologically viable, and there are existing plant communities still visible in the degraded habitat at baseline.

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Yes

(11.4.2) Comment

For each new construction project, we conduct biodiversity assessments to demonstrate a positive net gain of at least 10%. The assessment process requires us to classify an area by size, quality, location, and habitat type. Some projects may be in areas where there is a high level of habitat “distinctiveness” however the requirements ensure that an impact must be offset either on-site or off-site, or as a last resort by buying statutory biodiversity credits and all offsets must be of equal or greater quality to the area of important biodiversity (i.e., must be high or very high in distinctiveness as well). Where there is restoration of relict high or very high distinctiveness habitats, we record this as an enhancement, but we must evidence that restoration is ecologically viable, and there are existing plant communities still visible in the degraded habitat at baseline.

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Yes

(11.4.2) Comment

For each new construction project, we conduct biodiversity assessments to demonstrate a positive net gain of at least 10%. The assessment process requires us to classify an area by size, quality, location, and habitat type. Some projects may be in areas where there is a high level of habitat “distinctiveness” however the requirements ensure that an impact must be offset either on-site or off-site, or as a last resort by buying statutory biodiversity credits and all offsets must be of equal or greater quality to the area of important biodiversity (i.e., must be high or very high in distinctiveness as well). Where there is restoration of relict high or very high distinctiveness habitats, we record this as an enhancement, but we must evidence that restoration is ecologically viable, and there are existing plant communities still visible in the degraded habitat at baseline.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Yes

(11.4.2) Comment

For each new construction project, we conduct biodiversity assessments to demonstrate a positive net gain of at least 10%. The assessment process requires us to classify an area by size, quality, location, and habitat type. Some projects may be in areas where there is a high level of habitat “distinctiveness” however the requirements ensure that an impact must be offset either on-site or off-site, or as a last resort by buying statutory biodiversity credits and all offsets must be of equal or greater quality to the area of important biodiversity (i.e., must be high or very high in distinctiveness as well). Where there is restoration of relict high or very high distinctiveness habitats, we record this as an enhancement, but we must evidence that restoration is ecologically viable, and there are existing plant communities still visible in the degraded habitat at baseline.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Yes

(11.4.2) Comment

For each new construction project, we conduct biodiversity assessments to demonstrate a positive net gain of at least 10%. The assessment process requires us to classify an area by size, quality, location, and habitat type. Some projects may be in areas where there is a high level of habitat “distinctiveness” however the requirements ensure that an impact must be offset either on-site or off-site, or as a last resort by buying statutory biodiversity credits and all offsets must be of equal or greater quality to the area of important biodiversity (i.e., must be high or very high in distinctiveness as well). Where there is restoration of relict high or very high distinctiveness habitats, we record this as an enhancement, but we must evidence that restoration is ecologically viable, and there are existing plant communities still visible in the degraded habitat at baseline.

[Fixed row]

(11.4.1) Provide details of your organization's activities in the reporting year located in or near to areas important for biodiversity.

Row 1

(11.4.1.2) Types of area important for biodiversity

Select all that apply

- ☒ Ramsar sites
- ☒ Key Biodiversity Areas
- ☒ Legally protected areas
- ☒ UNESCO World Heritage sites
- ☒ UNESCO Man and the Biosphere Reserves
- ☒ Other areas important for biodiversity

(11.4.1.3) Protected area category (IUCN classification)

Select from:

- ☒ Unknown

(11.4.1.4) Country/area

Select from:

- ☒ United Kingdom of Great Britain and Northern Ireland

(11.4.1.5) Name of the area important for biodiversity

For each new construction project, we conduct biodiversity assessments to demonstrate a positive net gain of at least 10%. The assessment process requires us to classify an area by size, quality, location, and habitat type. Some projects may be in areas where there is a high level of habitat "distinctiveness" however the requirements ensure that an impact must be offset either on-site or off-site, or as a last resort by buying statutory biodiversity credits and all offsets must be of equal or greater value.

(11.4.1.6) Proximity

Select from:

☒ Data not available

(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area

For each new construction project, we conduct biodiversity assessments to demonstrate a positive net gain of at least 10%. The assessment process requires us to classify an area by size, quality, location, and habitat type. Some projects may be in areas where there is a high level of habitat "distinctiveness" however the requirements ensure that an impact must be offset either on-site or off-site, or as a last resort by buying statutory biodiversity credits and all offsets must be of equal or greater quality to the area of important biodiversity (i.e., must be high or very high in distinctiveness as well). Where there is restoration of relict high or very high distinctiveness habitats, we record this as an enhancement, but we must evidence that restoration is ecologically viable, and there are existing plant communities still visible in the degraded habitat at baseline.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity

Select from:

☒ No

(11.4.1.11) Explain how your organization's activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

For each new construction project, we conduct biodiversity assessments to demonstrate a positive net gain of at least 10%. The assessment process requires us to classify an area by size, quality, location, and habitat type. Some projects may be in areas where there is a high level of habitat "distinctiveness" however the requirements ensure that an impact must be offset either on-site or off-site, or as a last resort by buying statutory biodiversity credits and all offsets must be of equal or greater quality to the area of important biodiversity (i.e., must be high or very high in distinctiveness as well). Where there is restoration of relict high or very high distinctiveness habitats, we record this as an enhancement, but we must evidence that restoration is ecologically viable, and there are existing plant communities still visible in the degraded habitat at baseline.

[Add row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☒ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☒ Emissions breakdown by business division

☒ Emissions breakdown by country/area

☒ Year on year change in absolute emissions (Scope 1 and 2)

(13.1.1.3) Verification/assurance standard

Climate change-related standards

- ☒ ISO 14064-1
- ☒ Toitū carbon reduce

(13.1.1.4) Further details of the third-party verification/assurance process

Toitū Carbon Reduce certified organisation: Morgan Sindall Group Plc meets the requirements of Carbon Reduce certification having measured its greenhouse gas emissions in accordance with ISO 14064 Part 1 2018 for its emissions in respect of its operational activities of its UK organisation, excluding joint ventures. Toitū Carbon Reduce certified means measuring emissions to ISO 14064-1:2018 and Toitū requirements; managing and reducing against Toitū requirements; and covering a minimum of the total Toitū boundary. Morgan Sindall Group Plc meets the requirements of Carbon Reduce certification having measured its greenhouse gas emissions in accordance with ISO 14064 Part 1 2018 and is committed to managing and reducing its emissions in respect of its operational activities of its UK organisation, excluding joint ventures. This is the 15th year of reporting under the Toitū carbonreduce programme. An absolute reduction in Category 1 and 2 emissions of 9058.69 tCO₂e has been achieved against base year

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Certification Statement_24_Morgan Sindall Group Plc_CR_Org.pdf
[Add row]

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

(13.2.1) Additional information

Our strategy focuses on reducing our own environmental (carbon, water, waste footprint while simultaneously supporting a just transition for our clients, supply chain, and the communities we work in by promoting a more sustainable built environment. For example, as part of our carbon offset strategy (for residual emissions that cannot be removed through other means) we commit to only investing in high quality offsets located within the U.K that will also enhance biodiversity and contribute to healthier living for local communities. We also recognise the affordable and combating of fuel poverty associated with building affordable and energy efficient homes and our social value managers at Construction promote a carbon literacy programme in primary and secondary schools across the U.K. By taking this approach we ensure our responsible business strategy has a multitude of long-term benefits long after our projects are completed.

(13.2.2) Attachment (optional)

MorganSindall_2024_Responsible_Data_Sheet.pdf
[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

CEO

(13.3.2) Corresponding job category

Select from:

☒ Chief Executive Officer (CEO)

[Fixed row]

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Select from:

☒ Yes, CDP may share our Disclosure Submission Lead contact details with the Pacific Institute

