



LPL CONSTRUCTION SERVICES

SOCIAL DEVELOPMENT GOALS

FEBRUARY – REFLECTIVE SUMMARY OF YEAR 2 – 2024



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SUSTAINABLE DEVELOPMENT GOALS

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As we reflect on 2023, it was a pivotal year for LPL Construction Services as we introduced our inaugural **Sustainable Development Goals (SDG) Report**.

This foundational report not only showcased our advancements in Year 1 but also set forth essential benchmarks that will guide our path forward, tracking our achievements and measuring our impact as we strive towards our shared objectives. Central to our mission as a company is our commitment to fostering a positive impact that safeguards both individuals and the environment, advocating for a sustainable future for all.

Our industry's impact is becoming increasingly profound, heralding a new era in which buildings are not mere structures but living, breathing entities that actively contribute to the well-being of their inhabitants and the environment.

As we chart a course towards 2050, LPL and the wider construction industry's commitment to sustainability and social responsibility will continue to shape the way we live, work, and interact with our surroundings. By embracing innovation, harnessing technology, and prioritising the well-being of both people and the planet, our industry is laying the foundation for a more inclusive, resilient, and sustainable future for all.

Through accurate measurements and transparent reporting principles, LPL will not only measure our success in terms of profits and timelines but also in terms of social impact and environmental responsibility, remaining reflective at every stage of the journey.



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Central to our mission as a company is our commitment to fostering a positive impact that safeguards both individuals and the environment, advocating for a sustainable future for all.



LPL incorporate this via a set of 17 interconnected goals established by the United Nations.

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OUR FOUNDATIONS



01. EXCELLENCE

We strive for the highest standards of quality and excellence in everything we do. We are committed to delivering projects that exceed client expectations, providing superior craftsmanship, and utilising innovative techniques and materials.



03. SAFETY

The safety and well-being of all individuals involved in our projects is paramount. We prioritise a culture of safety by implementing strict protocols, conducting regular training programs, and enforcing best practices.



05. COLLABORATION

We believe in the power of collaboration and value partnerships. We foster strong relationships with our clients, architects, engineers, suppliers, and subcontractors. By working together as a team, we leverage our collective expertise, insights, and resources to successfully deliver projects on time and within budget.



02. SUSTAINABILITY

As a responsible construction company, we recognise our duty to protect the environment and promote sustainability. We incorporate environmentally friendly practices into our construction processes, such as using sustainable materials, reducing waste, and implementing energy-efficient solutions.



04. TRANSPARENCY

Integrity is the foundation of our company. We conduct our business with the utmost honesty, transparency, and ethical standards. We foster trust with our clients, partners, and stakeholders by delivering on our promises, adhering to regulations and legal requirements.



06. COMMUNITY

We are dedicated to making a positive impact on the communities where we operate. We actively engage with local stakeholders, support local businesses, and contribute to community development initiatives. We prioritise diversity and inclusion, promote fair employment practices, and strive to create opportunities for underrepresented groups.

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This Social Development Goals (SDG) report for LPL Construction Services, (Year 2, 2024) showcases the company's significant strides towards aligning with the United Nations' 17 Sustainable Development Goals.

As a Small and Medium Enterprise (SME) operating in the UK Construction Sector, LPL Construction Services has demonstrated a commitment to promoting social and environmental sustainability within its operations.

Key achievements from the 2024 report include:

UN GOAL 1, 2, 3, 4, 5, 7, 8 & 10: DECENT WORK, ECONOMIC GROWTH, EDUCATION AND SAFETY AND WELL BEING

LPL Construction Services has continued to prioritise fair labour practices and workforce development, creating opportunities for employment and economic empowerment within the local community. Our commitment to ensure all are paid above the National Minimum Wage and equal pay for equal work underline our commitments to challenge

social bias and promote equality irrespective of any protected characteristics. The safety and wellbeing of all remains our focus ensuring the protection of people, flora and fauna for future generations, ensuring the work we undertake is a positive contribution to the communities we serve and work within.

UN GOAL 9: INDUSTRY, INNOVATION & INFRASTRUCTURE

The company has invested in innovative technologies and sustainable & circular construction practices to minimise its environmental footprint and improve infrastructure efficiency. Thorough reporting and ongoing analysis continue to seek new ideologies on the journey to Net Zero. Through the establishment of qualitative and quantitative targets we can ensure we remain on track or adapt to suit new constraints or best practice as they are presented. Adoption of new technologies that benefit our operations remains a key focus for the whole team. Seeking gains wherever possible.

UN GOAL 11 & 12: SUSTAINABLE CITIES AND COMMUNITIES

Through our projects and partnerships, LPL Construction Services continues to promote sustainable urban development, contributing to the creation of resilient and inclusive cities. Utilising the skill sets of our diverse and wide supply chain delivery partners, designing for the future is at the heart of every design stroke ensuring the projects we help to deliver meet the requirements and industry best practices for years to come.



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UN GOAL 13: CLIMATE ACTION

The company has implemented strategies to reduce greenhouse gas emissions and mitigate climate risks, demonstrating a proactive approach to environmental stewardship. Our Carbon Management Plan has been developed to reflect our journey to date and captures our commitment as a corporate citizen to ensure our operations are Net Zero by 2050 or earlier. This commitment and our annual reporting are publicly available on both the company website and showcased on the CaDI portal. LPL will continue to adapt and integrate best practice thinking and new technologies where a betterment can be gained.

UN GOAL 14 & 15: LIFE BELOW AND ABOVE WATER

LPL Construction Services has adopted measures to minimise water pollution and protect marine ecosystems, reflecting its commitment to preserving natural resources. All projects are risk assessed for key environmental considerations and control measures, or mitigating actions implemented before any work is started. Our training initiatives help support our teams with bespoke, environmentally biased training completed to ensure our teams remain at the forefront of best practice.

This training is also offered free of charge to our supply chain delivery partners ensuring that, together we seek to educate the wider sector promoting environmental or ecologically sound working practices as our business-as-usual.

UN GOAL 16 & 17: PEACE, JUSTICE, STRONG INSTITUTIONS AND PARTNERSHIP FOR THE GOALS

Our partners both client and our wider delivery partners are at the heart of our operations. Through communication and collaborative working relationships our teams undertake their roles with transparency and openness. Building trust and rapport for the lifecycle of the project. Operations are completed to mutually beneficial goals and always align to regulatory or governance protocols. We seek to eradicate forced labour in whatever form that may be, promoting freedom and justice at all levels. Development of our Code of Conduct ensures our employees and supply chain work in tandem with our clients to construct with care.

By integrating the UN's Social Development Goals into our operations, LPL Construction Services has not only enhanced our social impact but also positioned ourselves as a responsible corporate citizen contributing to the protection of people and the planet.

Moving forward, the company remains dedicated to advancing sustainable development practices and fostering positive change within the construction sector.



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OUR PEOPLE

People remain a vital commodity. Our people are the heartbeat of society, embodying the diverse talents, skills, experiences, and potential that drive progress and spur positive change within our business.

At the core of our LPL business development strategy lies the well-being and empowerment of individuals. By prioritising our people as the most important commodity, we acknowledge the inherent value each person brings to the table. Investing in our people means investing in their education, health, safety, and overall quality of life through equal pay for equal work.

When we focus on uplifting our people, we create a ripple effect that extends far beyond individual benefits. A prosperous and empowered population leads to stronger economies, healthier societies, and more sustainable communities. By nurturing and supporting our people, we pave the way for inclusive growth, social cohesion, and shared prosperity.

In the pursuit of our Social Development Goals, centering our efforts around our people ensures that no one is left behind. By promoting equality, justice, and human rights, we foster a more just and equitable society where everyone can thrive and contribute meaningfully to the common good.

Through a holistic approach that places the well-being and empowerment of our people at its core, LPL will build a brighter, more sustainable future for all. By recognising our people as our most important commodity, we affirm our commitment to fostering a society where every individual has the chance to fulfill their potential and live a life of dignity and purpose.

**WITHOUT PEOPLE
THERE IS NO CHANGE.**



Employee mentoring, training opportunities and career development play a crucial role in the success and sustainability of any organisation. LPL provides comprehensive training programs and avenues for career growth; we look to empower our employees to reach their full potential while simultaneously supporting our social development goals for people and the planet.



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Investing in employee training enhances individual skills and boosts morale and job satisfaction within our teams, helping us to retain a highly skilled workforce. This is demonstrated through our high staff retention rate.

As employees gain new knowledge and skills, they naturally become more efficient and effective in their roles, driving increased productivity and quality of work. This, in turn, contributes to the overall success of LPL as a business. Skilled teams lead to safe working practices and results in a quality product being delivered for our clients ensuring repeat opportunities and the establishment of positive relationships with our diverse group of delivery partners and our client teams.

In the context of LPL’s social development goals, promoting employee training and career development aligns with our commitment to not only deliver exceptional construction services but also to create a positive impact on society. This extends across the whole organisation irrespective of any characteristics and ensuring equal pay for equal work.

By providing opportunities for employees to improve and progress in their careers, LPL contributes to building a more skilled, diverse and qualified workforce within the industry, ultimately driving positive social change, challenging stereotypes and supporting economic development in the communities we serve.



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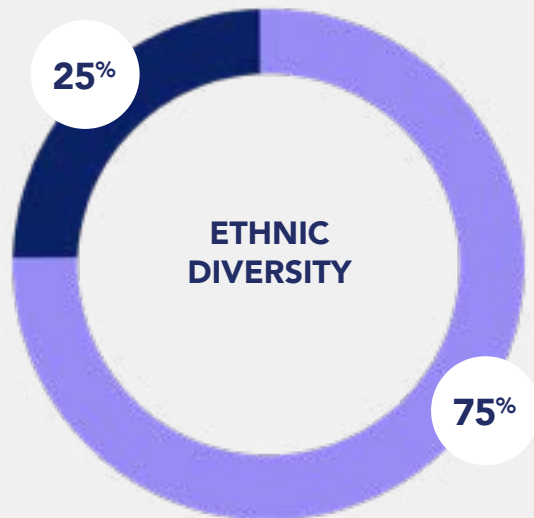
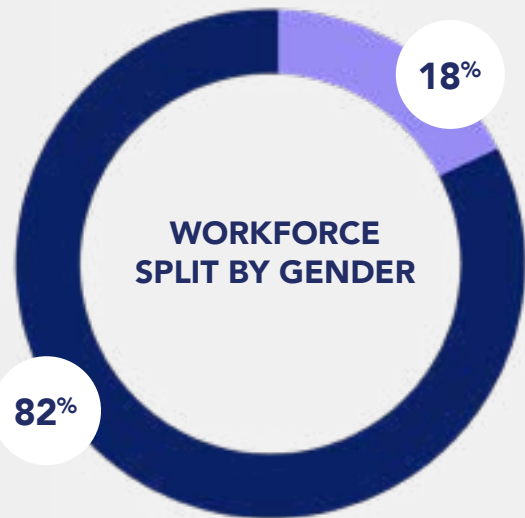
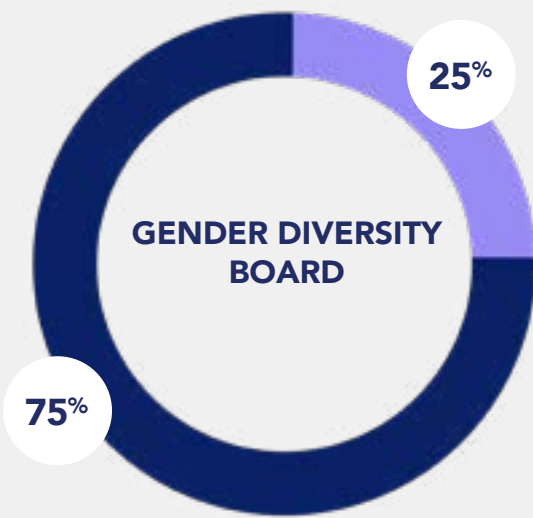
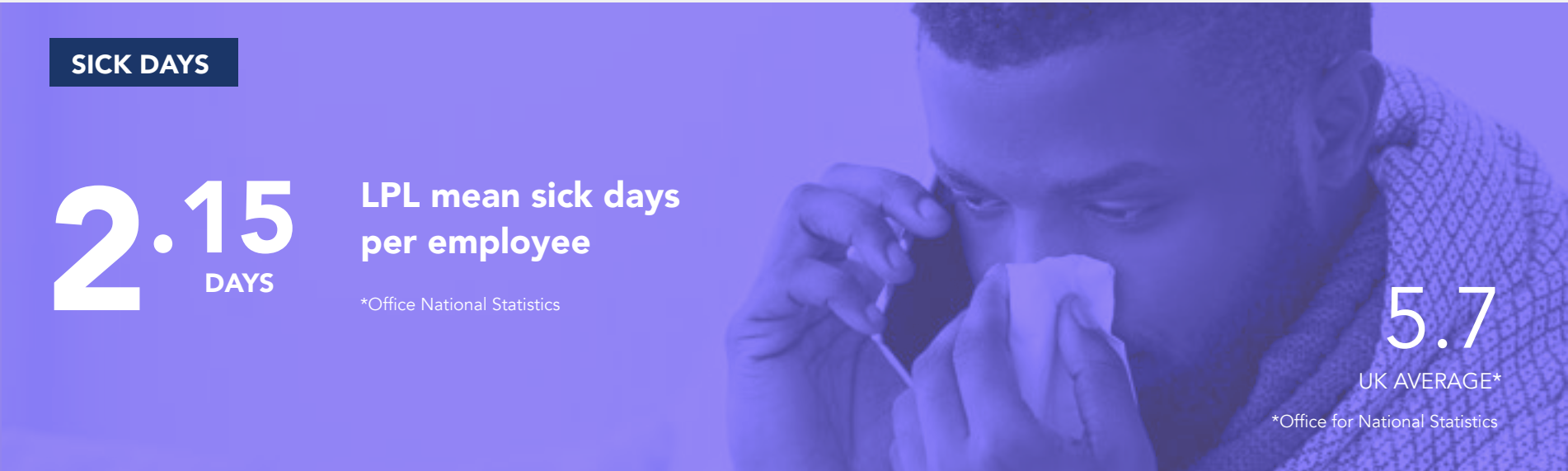
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GENDER SPLIT ACROSS THE BUSINESS

DIVERSITY - WHITE BRITISH, MINORITIES

■ Female ■ Male

■ White ■ Ethnic Minority

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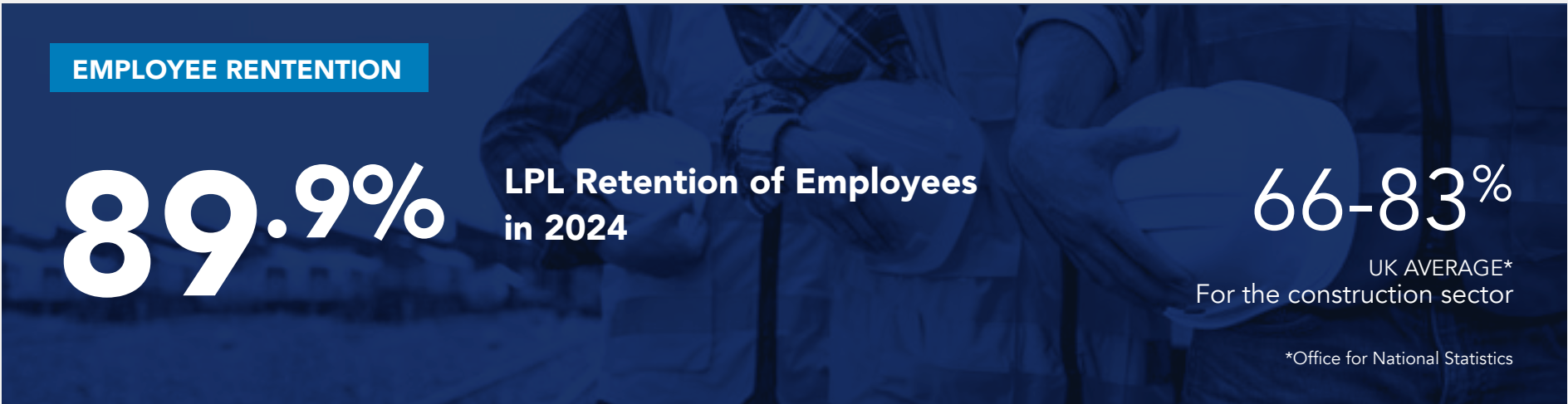
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TRAINING HOURS

TOTAL HOURS

849.75

1133 Individual Courses
849.75 Training Hours Total (IHASCO forum)
7hr 20min per Employee*

*Excludes vocational qualifications, trade skills training and CPD activities.

COMMUNITY AWARDS

TOTAL CONTRIBUTION

£13,489

4 Charities Nominated by our Employees
Total charitable contribution of £13,489

MENTAL HEALTH

Mental Health First Aiders
1 per 14 Employees
Plan to increase this to 1 per 12 employees by 2025

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OUR COMMUNITIES & PARTNERS

Local communities and our delivery partners play a crucial role in supporting **our growth and prosperity** as we work towards achieving our aspirations outlined in our social development strategies.

These communities and organisations are instrumental in creating a strong foundation for our success by fostering collaboration, mutual support, and innovation.

Key to our operations are the local communities in which we operate. These communities provide us with essential resources, such as a skilled workforce, access to markets, and a network of suppliers. In return, we are committed to investing in these

communities by creating employment opportunities, supporting local businesses, and contributing to social development projects.

Our delivery partners, including suppliers, distributors, and service providers, are key allies in our journey towards growth and prosperity. By forming strategic partnerships with our supply chain and efficient delivery partners, we can streamline our operations, enhance our capabilities, and expand our reach. These partners enable us to better serve our customers, optimise our processes, and respond to market demands effectively.

Our business continuity is founded on these established relationships. In times of need or interruption to our “business as usual”, our supply chain and diverse delivery partners will rally to support our teams to ensure any impacts to the norm are mitigated and managed to a successful conclusion. LPL, in turn mirror this approach and will work proactively to support our client and wider teams when needed.

Our local teams play a pivotal role in supporting our clients in their times of need. This is evidenced through our on-going partnership with London Stansted Airport. Our teams help to support the airport operations through emergency baggage recovery and winter snow clearance of the airfield. Being local and supporting local ensures continuity for all with a joint goal as the focus.

Our delivery partners, including suppliers, distributors, and service providers, are key allies in our journey towards growth and prosperity.



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Together, local communities and delivery partners work hand in hand with us to achieve our social development strategies. They provide valuable insights, expertise, and resources that help us navigate challenges, seize opportunities, and drive sustainable growth.

Through collaborative efforts and shared objectives, we can create a positive impact on society, empower individuals, and contribute to the overall well-being of the communities we serve.

In essence, the support and commitment of local communities and delivery partners are integral to our success and play a vital role in shaping our future. By fostering strong relationships, building trust, and cultivating a culture of cooperation, we can harness the collective strength of these stakeholders to realise our ambitions and create a more prosperous and inclusive society.



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LPL Construction Services is committed to driving positive changes through our Social Development Goals strategies, with a keen focus on our environment, sustainability, innovation, and our professional growth and development as a considerate constructor.

Understanding the impact of our operations is a priority for the whole team. Through thorough record keeping, monitoring and transparent reporting we strive for year-on-year reductions in emissions into the atmosphere. This will support our journey toward Net Zero by 2050 or earlier.

To date LPL have implemented 21 initiatives to support us on our reduction journey with another great year of CO2e reductions reported in 2024.

One of our initiatives implemented in 2024 was to utilise solar-powered welfare facilities at our construction sites

The headline numbers are a 20.8% reduction based on our 2023 emissions figures with an overall 37.1% reduction based on our baseline data from 2022 (externally verified by Carbon Footprint). These are exemplary reductions and provide a positive start to what is a challenging target for a business working in the construction sector, notably one of the highest greenhouse gas emitting sectors.

One of our initiatives implemented in 2024 was to utilise solar-powered welfare facilities at our construction sites. These hybrid units can provide lighting from onboard battery systems along with low power outlets that can charge phones and tablets. The on-board generator only starts as power demand increases from the use of the welfare appliances. An example of the reduction saved from this simple change is a reduction in fossil fuel burn of 35.1% when compared to its fossil fuel alternative. Not only is this a fantastic saving from a commercial perspective, the reduction in emissions to air greatly supports our projects to facilitate a positive difference to our total Co2e.

Along with commercial and emissions savings is the reduction in the noise produced from utilisation of the hybrid system rather than the generator. This reduction in noise can help reduce the impact of our projects on our communities and neighbours.



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Alongside minimising site wide noise from construction activities, our teams will always implement vehicle turning circles when considering the site layouts.

Reducing the need for a vehicle to reverse offers benefits in both noise reduction from reversing beacons but also improves safety with large plant not required to reverse on site which mitigates the risk associated with pedestrian to vehicle clashes.

In 2024, LPL integrated Alcumus SafeContractor into our procurement framework, enhancing our ability to screen suppliers effectively prior to engagement.

This meticulous approach ensures alignment with our company's policies and emphasises responsible sourcing practices, consequently reducing environmental impacts and fostering biodiversity preservation on our project sites. Notably, all our listed suppliers on Alcumus currently have environmental policies in place. Moreover, over a third (43%) of our contractors listed on the platform have attained the prestigious Sustainability Gold recognition.

Our engagement with suppliers through platforms such as **'meet the buyers'** has facilitated transparent communication of project objectives, showcasing our environmental performance and providing valuable insights into stakeholder's requirements and current best practice.

To support our partners ensuring that our aspirations are mirrored in their own efforts toward Net Zero and zero accidents, we have provided free access to our training portal IHASCO to support education initiatives in the wider sector. Courses include environmental awareness, anti-bribery, modern slavery & anti-tax evasion. Through this simple step we have seen over 24 hours of training completed by our delivery partners in a 6-month period.

At LPL Construction Services, we prioritise environmental and sustainability training for our employees. Through the online portal IHASCO, our team members have access to a comprehensive range of courses and resources designed to deepen their understanding of environmental issues, enhance their sustainability practices, and foster a culture of responsible corporate citizenship. By investing in ongoing training and education, we empower our workforce to become agents of positive change within our industry and beyond.



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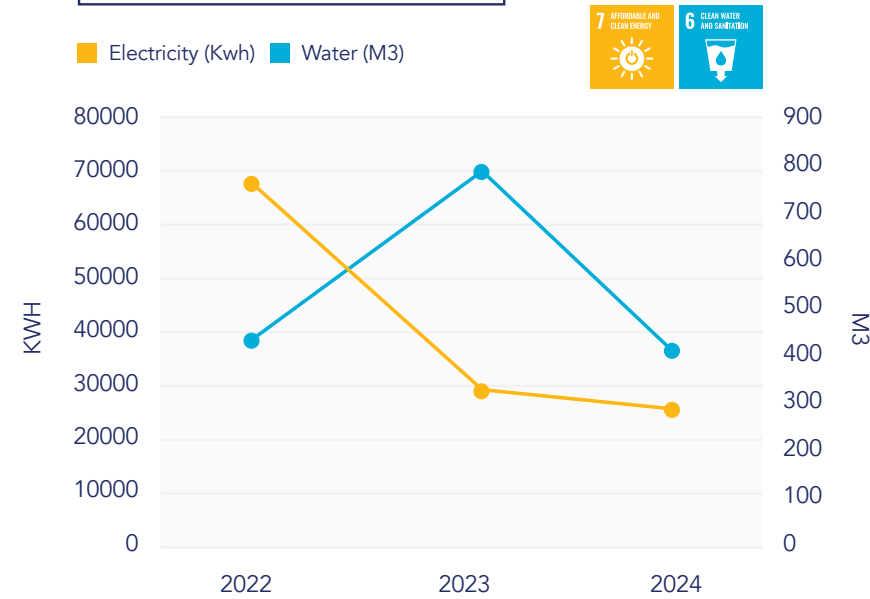
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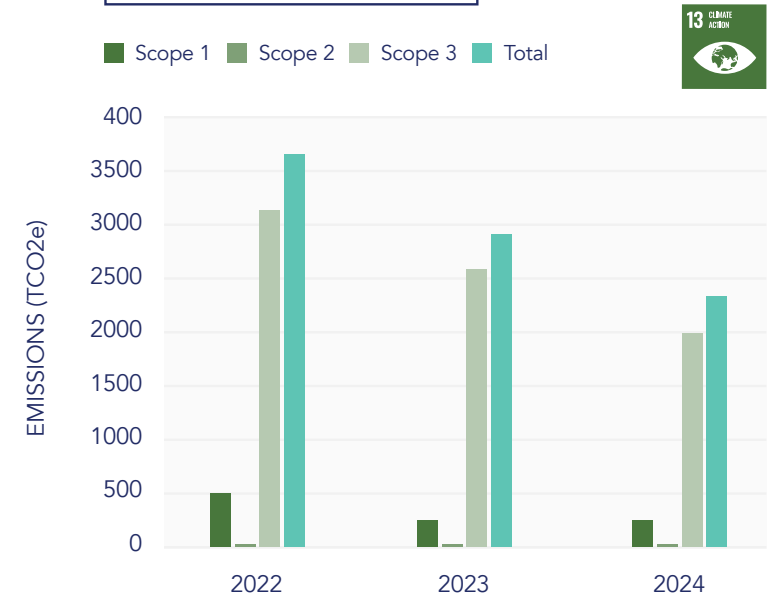


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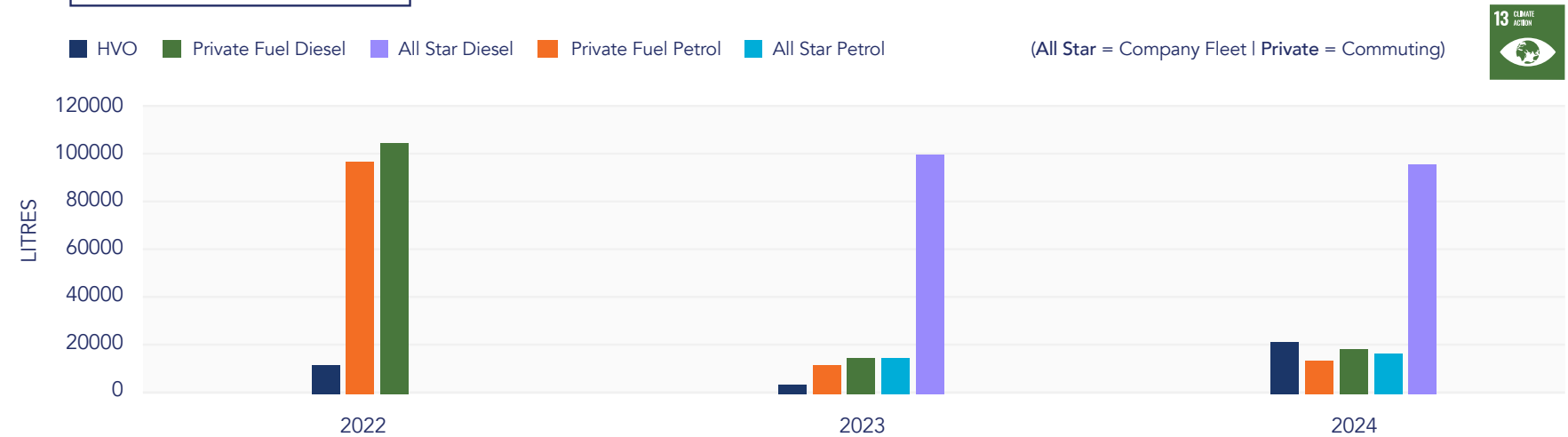
Annual Utilities Consumption



Annual Carbon Emissions



Annual Fuel Consumption



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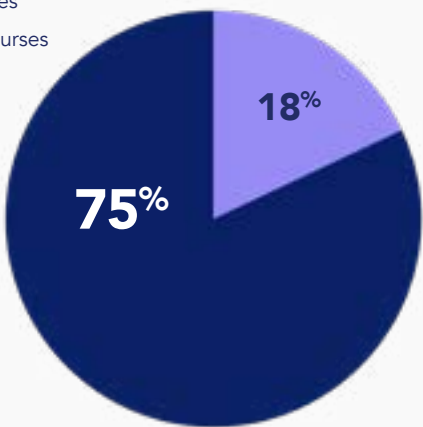


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Staff Training Courses



Environmental Courses
All Other Training Courses



Waste Reporting



Year	Waste Volume (T)	Employees	Intensity Ratio (T/Employee)	Recycling %
2024	16766	118	142	89%
2023	15412	107	145	89%



Emission Intensity Ratio



Year/Element	Location-based	Market-Based
Total number of employees	118	
Turnover in £ million	31.5	
Tonnes of CO ₂ e	2,299.65	2,306.17
Tonnes of CO ₂ e per employee	19.49	19.54
Tonnes of CO ₂ e per £ million turnover	73.00	73.21
Scope 1 & 2 Emissions		
Tonnes of CO ₂ e	279.48	286.01
Tonnes of CO ₂ e per employee	2.37	2.42
Tonnes of CO ₂ e per £ million turnover	8.87	9.08

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CIRCULAR CONSTRUCTION PRINCIPLES

LPL are cognisant that the construction sector has a responsibility in reducing environmental impact by rethinking how materials are used.

Traditional construction methods generate significant waste, but by integrating circular principles, we can maximise resource efficiency and help minimise material consumption and waste production.

Our long-standing partnership with Manchester Airport Group has allowed us to integrate circular construction strategies into their projects. Through careful material management, we utilise surplus resources for future use and refurbish older materials to extend their lifecycle. At Stansted Airport, approximately one in every 12 projects now incorporates repurposed materials from previous works within the same year. These being reusable partition systems (no longer available) associated door and window assemblies and reutilisation of carpet tiling for store or back of house areas.

LPL actively monitors and reports on circular material use, ensuring transparency and ongoing improvements in our processes. The following dashboard provides insights into how circular construction is being implemented across our projects, helping us track progress and refine our approach for greater sustainability.

In addition to this, through our sister company **Corr Plant Hire Ltd**, LPL prioritises the use of recycled materials like aggregates and topsoil. By reducing the need for virgin material, we help lower emissions and minimise our environmental impact as well as providing cost effective alternatives to our client teams.

Through our ongoing projects and facilities maintenance work, LPL has established itself as a leading constructor in circular construction by integrating several sustainable practices. One of which relates to our timber hoardings which are fully recycled, either reused in their original form or cut down and repurposed at the end of their lifecycle.

Standardised designs for concrete bases are used to enable the re-use of timber shuttering, allowing it to be utilised multiple times before being discarded. Additionally, we utilise non-timber formwork systems made from recyclable materials, such as metal, promoting efficiency in installation and sustainability through reusability and recyclability.



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Our external design teams prioritise buildability and sustainability by incorporating solutions early on to address challenges and minimise rework, ultimately leading to time and material savings during construction. This approach ensures an efficient and sustainable build phase with minimal waste whilst reducing carbon emissions that would otherwise be associated with rework.

Incorporating recycled aggregates into our projects resulted in a 15.9% decrease in emissions between Year 2 and Year 3 (aggregate emissions), or a reduction of 17.7 tonnes of Co2e in 2024. While this reduction may seem small compared to the total emissions saved that year (604.68 tonnes of Co2e), the combined impact of this and other circular construction initiatives leads to even greater overall savings.

While individual efforts to embrace circular principles may seem minor, the collective impact of widespread adoption by various organisations, both small and large, will significantly contribute to reducing global emissions. Therefore, all incremental gains should be acknowledged and implemented.

As the construction industry shifts towards embracing circular principles, the cumulative effect of these efforts becomes substantial, resulting in meaningful annual reductions in emissions. **By reducing waste through recycling and reusing materials, as well as exploring alternative options to minimise reliance on raw materials, we can effectively reduce our environmental impact and work towards a sustainable future for generations to follow.**



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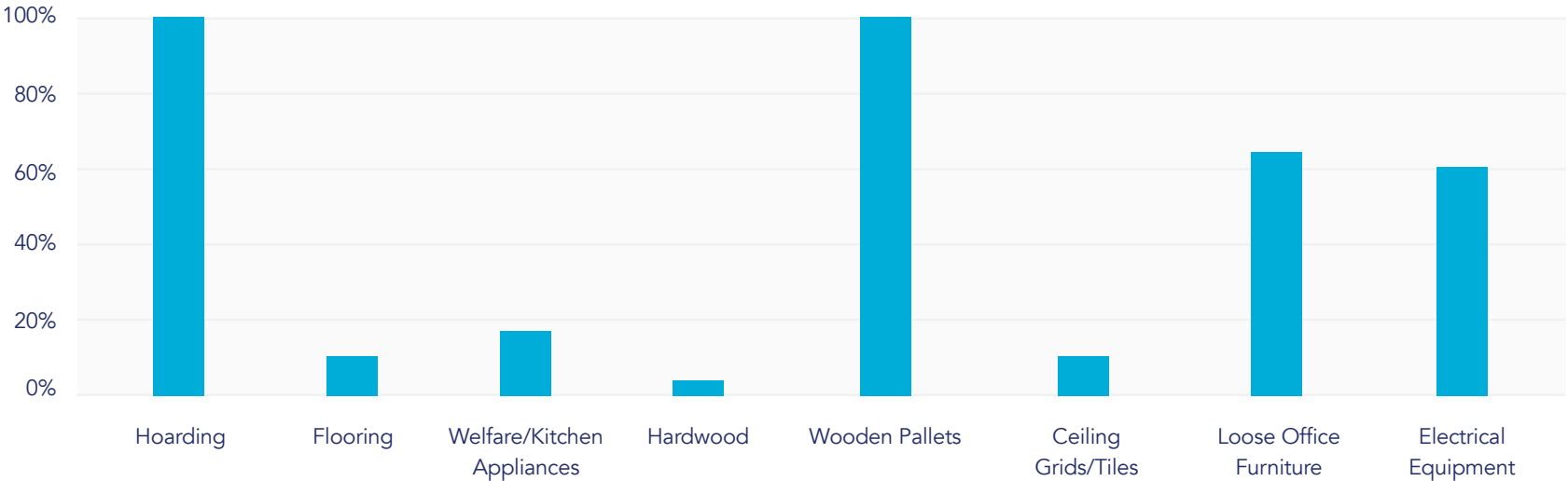
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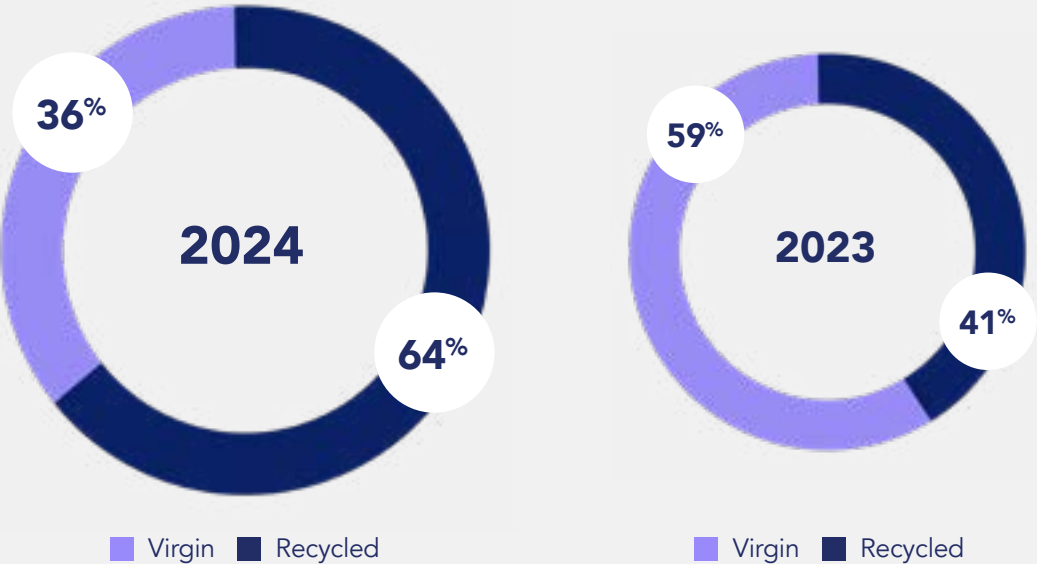
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Materials Reused/Repurposed



Materials Usage Comparison



Incorporating recycled aggregates into our projects resulted in a 15.9% decrease of emissions between Year 2 and Year 3.



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LOOKING AHEAD TO 2025

To strengthen our environmental reporting mechanisms, we are redesigning our internal, environmental audit process, aimed at delivering comprehensive insights into environmental matters across project sites. Additionally, LPL is actively working towards achieving Gold status in the Supply Chain Sustainability School accreditation.

In our pursuit of improved environmental awareness, we are focused on enhancing our online training initiatives, with a target of having at least 25% of completed courses dedicated to raising awareness among employees and supply-chain partners. Through 2024 our teams completed 214 courses or 284 hours on courses related to environmental topics. This equates to 18% of our total training hours.

As part of our commitment to continuous improvement, we are striving to elevate our EcoVadis status to Gold, thereby underscoring our dedication to sustainability and responsible business practices.

Our business is founded on transparency, ethical operations and consideration for people and planet and together with the wider construction sector, we are challenging ourselves to continue to **build with care**.

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