

SUSTAINABILITY POLICY

CONTENTS

SECTION	TITLE	PAGE
1	Introduction	1
2	People: Creating Value Through Inclusion, Safety, and Development	1
3	Planet: Environmental Stewardship for Future Generations	2
4	Profit: Driving Innovation and Sustainable Value	3
5	Sustainable Procurement	3
6	Governance and Reporting	3
7	Continuous Improvement	4

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BOARD SIGN OFF STATUS	APPROVED

1. INTRODUCTION

LPL Construction Services is committed to embedding sustainability at the heart of our operations. We recognise our duty to reduce environmental and social impacts while enhancing positive outcomes through the design, construction, and management of facilities. We immerse sustainability into our decision-making, guided by ethical business practices and full legal compliance. LPL collaborates with stakeholders including employees, clients, suppliers, subcontractors, and the wider community.

We strive to balance short-term needs with long-term value by integrating economic, environmental, and social factors across our operations. Our zero-tolerance policy towards corruption, bribery, and anti-competitive practices underpins our approach to responsible business conduct.

2. PEOPLE: CREATING VALUE THROUGH INCLUSION, SAFETY, AND DEVELOPMENT

Customers

We collaborate with customers to deliver sustainable, high-quality projects on time, safely, minimising environmental impact. By integrating low-carbon options into our project planning, we offer customers innovative, cost-effective, and environmentally sound solutions.

Community

We proactively engage with local communities to minimise disruption and create positive social outcomes. We prioritise the use of local labour and suppliers wherever possible, support community initiatives, and ensure our projects leave a lasting benefit to the surrounding area.

Employees

Our people are key to our success. We are committed to creating a safe, inclusive, and empowering workplace culture.

Health and Safety: Health and safety is our highest priority. We invest in training, monitoring, and innovation to ensure the wellbeing of all individuals affected by our work.

Equality, Diversity & Inclusion: We champion a diverse workforce and an inclusive culture. Discrimination of any kind is not tolerated. We ensure equal opportunities for all and monitor this annually. Our commitment to equal opportunity reflects our obligations under the Equality Act 2010.

Learning and Development: We nurture a continuous learning culture by providing training, mentoring, and upskilling opportunities to enable our employees to grow personally and professionally.

Wellbeing: We provide resources for medical screening, mental health and wellbeing support for our employees.

3. PLANET: ENVIRONMENTAL STEWARDSHIP FOR FUTURE GENERATIONS

Energy and Emissions

We are committed to achieving net-zero greenhouse gas emissions in line with UK and global targets. We improve energy efficiency across our offices and sites by investing in low-energy technologies, monitoring energy usage, and adopting low-carbon construction methods. The UK's legally binding target is net zero by 2050 under the Climate Change Act 2008. LPL will set a dated company net-zero target with interim milestones aligned to the UK's carbon budgets, and will measure and report our Scope 1, Scope 2 and material Scope 3 greenhouse gas emissions.

Resources and Circular Economy

We minimise the use of virgin materials and promote the circular economy through:

- Material reuse and recycling
- Design for disassembly and minimal waste
- Collaboration with suppliers to source alternative, sustainable materials
- Applying a life cycle perspective from design and sourcing through construction to end of life

We track and monitor to reduce waste generation and increase recycling rates on a quarterly basis. Waste is managed in line with the waste hierarchy and our duty of care under the Environmental Protection Act 1990 and the Waste (England and Wales) Regulations 2011.

Biodiversity and Environmental Protection

We assess all projects for environmental risks and biodiversity opportunities. Wherever possible, we:

- Protect and enhance natural habitats and ecosystem health
- Implement site-specific biodiversity net gain measures, delivering at least the statutory minimum 10% biodiversity net gain required under the Environment Act 2021 for applicable developments
- Prevent pollution and manage environmental risks proactively, and build climate resilience and adaptation into our designs and operations

4. PROFIT: DRIVING INNOVATION AND SUSTAINABLE VALUE

Innovation

We drive innovation to deliver solutions that balance cost, quality, and sustainability. We work with supply chain partners to identify and implement new technologies, materials, and methods that reduce environmental impact and enhance project performance.

Sustainable Growth

Sustainable practices are critical to our long-term profitability. Our responsible management of environmental, social, and governance risks enables us to:

- Improve efficiency
- Build stakeholder trust
- Deliver long-term value to clients, employees, investors, and communities

5. SUSTAINABLE PROCUREMENT

We procure goods and services responsibly, prioritising environmental and ethical standards throughout our supply chain. Our procurement approach includes:

- Partnering with suppliers and subcontractors who share our sustainability values
- Requiring compliance with environmental, labour, and human rights legislation, including the Modern Slavery Act 2015, the Bribery Act 2010 and applicable health, safety and environmental law
- Conducting risk-based due diligence, including modern slavery and anti-corruption checks
- Sourcing low-impact, responsibly certified materials (e.g. FSC-certified timber)
- Promoting circular principles and sustainable innovations

We collaborate with our supply chain to continually raise standards and share best practices. Supplier performance is regularly monitored, and we engage partners through training and capacity-building initiatives. Where we deliver public-sector contracts, we have regard to the Procurement Act 2023 and applicable social value requirements, and we align our sustainable procurement approach with ISO 20400.

6. GOVERNANCE AND REPORTING

Sustainability performance is overseen by senior leadership and integrated into company strategy. Key sustainability risks and opportunities are reviewed regularly, and we maintain robust internal controls and policies to uphold our commitments.

We set measurable targets and track progress using key performance indicators (KPIs) aligned with industry standards such as ISO 14001, ISO 9001, ISO 45001, and the UN Sustainable Development Goals. We publish updates to stakeholders annually and welcome external feedback to inform improvements. LPL maintains certification to ISO 9001, ISO 14001 and ISO 45001, and applies recognised energy and carbon reporting practice even where statutory reporting thresholds such as SECR and the Modern Slavery Act 2015, do not yet apply to the company. This policy supports and aligns with our environmental management system under ISO 14001:2026, including the application of a life cycle perspective, the consideration of environmental conditions (such as climate change, the availability of natural resources, biodiversity and ecosystem health), climate change mitigation and adaptation, and the protection of biodiversity and ecosystems.

7. CONTINUOUS IMPROVEMENT

This policy is reviewed annually and in response to material changes in legislation, stakeholder expectations, or operational activities.