LPL CONSTRUCTION SERVICES

SUSTAINABLE DEVELOPMENT GOALS

LPL CONSTRUCTION SERVICES

PERFORMANCE ADDENDUM 2025

REFLECTIVE REVIEW – FRAMEWORK ESTABLISHED (2023)

LET'S GET STARTED

FOREWORD

Sustainable development at LPL is not treated as a parallel initiative or a branding exercise. **It is a measure of how responsibly we grow.**

Construction is inherently resource intensive and operationally complex. That reality demands discipline. Alignment with the United Nations Sustainable Development Goals provides a structured framework through which we examine our impact, on the people who deliver our projects, the partners and communities who support them, and the environments in which we operate.

During 2025, the business expanded in scale and complexity. With that growth came increased scrutiny of how we manage safety, competence and inclusion within our workforce; how we govern our supply chain and client relationships and how we measure and reduce our environmental footprint. Reporting maturity has improved, reduction pathways are defined and our policy frameworks have strengthened.

This addendum does not attempt to present an idealised position. It presents where we stand. It reflects progress made and recognises where continued improvement is required. Transparency remains essential if sustainable development is to retain credibility within our sector.

The framework established in 2023 remains in place. The focus now is consistent execution, ensuring that commercial performance continues to align with stewardship, accountability and long-term responsibility.

Sustainable development at LPL is not a destination. It is an ongoing obligation demonstrated through disciplined action year after year.

Grant Rayne
Compliance Director - February 2026

The framework established in 2023 remains in place. The focus now is consistent execution, ensuring that commercial performance continues to align with stewardship, accountability and long-term responsibility.

LPL CONSTRUCTION SERVICES

BACK TO HOME

BACK TO HOME

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.

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.

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.

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.

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.

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.

EXECUTIVE SUMMARY

2005 OVERVIEW

The 2025 reporting year reflects continued integration of the United Nations Sustainable Development Goals across all areas of LPL Construction Services (LPL) operations. Sustainable development at LPL is not treated as a standalone environmental initiative; it is embedded within how we manage our people, engage with our communities and partners, and protect the environment.

Across Our People, we continued to prioritise safe working conditions, structured competence development, fair remuneration and inclusive employment practices. Investment in training, visible leadership engagement and mental health support remained central to maintaining a resilient and capable workforce. Responsible growth has been accompanied by a sustained focus on wellbeing, equality and opportunity.

Across Our Communities and Partners, we strengthened local supply-chain engagement, maintained high levels of SME participation and reinforced ethical procurement standards. Transparent governance, audit oversight and structured supplier prequalification processes continued to underpin our commitment to responsible and accountable business conduct. Partnership remains fundamental to delivering long-term social value.

Across Our Planet, 2025 represented both operational growth and increased reporting maturity. Environmental controls remained embedded across all projects, circular construction practices continued to evolve, and biodiversity planning progressed through the acquisition of land for ecological enhancement. Absolute carbon emissions increased in line with materially intensive project phases; however, carbon intensity reduced significantly relative to turnover, and structured reduction pathways to 2030 have now been formalised.

Taken collectively, performance in 2025 reflects a business that is growing while strengthening its governance discipline and sustainability oversight. Progress across the 17 Sustainable Development Goals remains interconnected, improvements in education, health and decent work, support responsible infrastructure delivery, while environmental stewardship reinforces long-term community resilience.

This addendum presents a transparent reflection of progress across all 17 goals, recognising both advancement and the continued need for measurable improvement. Sustainable development remains integral to how LPL defines responsible growth.

LPL CONSTRUCTION SERVICES

INTRODUCTION

2025 SDG Performance Addendum

In 2023, LPL Construction Services formally aligned its Corporate and Social Responsibility strategy with the 17 United Nations Sustainable Development Goals (SDGs). This alignment established a structured framework through which we measure our impact across people, communities, governance and the environment.

Our 2025 Sustainable Development Goals Report set out Year 3 progress against that framework. Rather than undertake a wholesale revision of the strategy each year, LPL has adopted a five-year governance cycle. This approach ensures continuity of purpose, consistency of measurement and stability in long-term objective setting. The SDG framework will therefore remain in place through to 2028, when a full strategic review will be undertaken.

This 2025 Addendum provides a reflective update on performance during the 2025 reporting year. It supplements the 2023/4 reports and presents measurable developments across all 17 goals, including operational growth, enhanced transparency in Scope 3 carbon accounting, expanded circular construction practices, strengthened governance oversight and continued investment in our people, planet and communities.

The global context remains challenging.
The United Nations Sustainable Development Goals Report 2025 highlights the urgency of accelerating progress across climate action, biodiversity protection, social equity and responsible economic development. As a small and medium-sized enterprise operating within one of the highest-emitting sectors of the UK economy, LPL recognises both its limitations and its responsibilities. Our contribution is grounded in practical, measurable action within our sphere of operational control and influence.

By maintaining transparency in both progress and areas requiring improvement, LPL continues to align commercial growth with environmental discipline, social responsibility and ethical governance. Our commitment remains clear: to contribute positively to people, communities and the planet while building "with care" for the long term.

LPL CONSTRUCTION SERVICES

SUSTAINABLE DEVELOPMENT GOALS

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

LPL CONSTRUCTION SERVICES

OUR COMMITMENT TO THE 17 SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals provide a globally recognised framework for addressing the most pressing social, environmental and economic challenges of our time. The 17 goals are interconnected and mutually reinforcing, recognising that progress in one area often depends on action in others.

Since formally aligning with the SDGs in 2023, LPL has embedded this framework into the way we plan, deliver and evaluate our operations. Rather than treating the goals as a standalone reporting exercise, we have integrated them into our governance systems, performance monitoring processes and strategic decision-making.

Our contribution as a construction business is necessarily focused on those goals most closely aligned to our operational footprint, including decent and fair work, sustainable infrastructure, responsible consumption, climate action and biodiversity protection. However, we recognise that each of the 17 goals plays a role in shaping a more resilient and equitable society. Our approach therefore seeks to ensure that no goal is overlooked, even where our influence is indirect.

In this 2025 Addendum, progress is reported across all 17 goals, structured under our established themes of:

- **OUR PEOPLE**
- **OUR COMMUNITIES & PARTNERS**
- **OUR PLANET**

This structure reflects the interconnected nature of the SDGs while maintaining clarity and accountability in how we measure and report performance.

Through this alignment, we reaffirm that sustainable development is not an abstract ambition, but a practical framework guiding responsible growth and long-term value creation.

LPL CONSTRUCTION SERVICES

BACK TO HOME

TARGETS & OUR PROGRESS

SDG 1 – No Poverty

LPL continues to address SDG 1 through fair employment, local economic participation and structured support for small and medium enterprises.

In line with commitments outlined in the 2024 SDG Report, 100% of directly employed staff continue to be paid above the National Minimum Wage, reinforcing our commitment to fair remuneration and financial security. Employee retention remains strong, demonstrating stability within our workforce and continuity of opportunity (see SDG 8).

Beyond direct employment, 79% of our Alcumus approved supply chain continues to be classified as SME, supporting local economic resilience and sustaining employment within regional communities. Apprenticeship pathways introduced in 2024 remain active, strengthening long-term skills development and intergenerational opportunity.

Charitable contributions and employee-nominated community awards further reflect our recognition that economic wellbeing extends beyond our immediate workforce. While our influence is localised, we remain committed to ensuring that growth translates into meaningful economic participation across our communities.

BACK TO HOME

2026 TARGETS

MAINTAIN 100% OF OUR EMPLOYEES ARE PAID ABOVE THE NATIONAL MINIMUM WAGE

REQUIRE

100%

of approved delivery partners to confirm compliance with **National Minimum Wage legislation** as part of the LPL PQQ and prequalification process

TO CONTINUE

to grow our **Alcumus SME Supply Chain Delivery** partners from

79%

TO SUPPORT local charities and community groups through the employee community award scheme

£1,000

TO BE AWARDED.

TO CONTRIBUTE

financial support to charities, community initiatives and stakeholder schemes - **2025 charitable donations,**

£15,384.60

> **"BEYOND DIRECT EMPLOYMENT, 79% OF OUR APPROVED SUPPLY CHAIN CONTINUES TO BE CLASSIFIED AS SME."**

SDG 2 – Zero Hunger

While LPL does not operate directly within food production or agricultural supply chains, we recognise that food security and nutrition are closely linked to economic stability, fair employment and resilient local communities.

Our influence in relation to SDG 2 is indirect and delivered primarily through responsible employment practices and local economic participation. By maintaining remuneration above National Minimum Wage and Living Wage benchmarks (see SDG 1), supporting strong workforce retention (see SDG 8) and sustaining high SME participation across our supply chain (see SDG 17), LPL contributes to household income stability within the regions in which we operate.

In 2025, charitable contributions and employee-nominated community support initiatives continued, reinforcing our commitment to community wellbeing. Financial support to local charities and stakeholder initiatives totalled £15,384.60, including the continuation of the employee community award scheme.

While LPL does not directly manage food distribution or agricultural programmes, strengthening economic resilience, supporting local enterprise and maintaining fair employment standards contribute to broader social stability, which underpins access to food and essential services. LPL does not utilise zero-hour contracts for directly employed staff. All employees are engaged under defined contractual arrangements that provide predictable working hours and income stability, reinforcing our commitment to responsible employment practices.

BACK TO HOME

2026
OUR POSITION

LPL's contribution to SDG 2 will continue to be delivered through fair pay, stable employment and community engagement. Quantitative targets relating to remuneration, SME participation and charitable contribution are reported under **SDG 1, SDG 8, SDG 11** and **SDG 17.**

SDG 3
Good Health and Wellbeing

The health, safety and wellbeing of our people remain fundamental to LPL Construction Services' operations. SDG 3 is delivered through structured safety leadership, proactive health monitoring and sustained commitment to psychological as well as physical wellbeing.

In 2025, average sick days per employee were 4.5 days, significantly below the UK national average of 9.4 days. This sustained performance below national levels reflects the effectiveness of preventative health practices, early intervention and a supportive management culture.

Mental Health First Aider (MHFA) provision strengthened during the year. With a 7.5% increase in employee headcount, the MHFA coverage ratio improved from 14:1 in 2024 to 12:1 in 2025, ensuring wellbeing support capacity expanded proportionately with business growth.

Leadership visibility increased materially:

- **SENIOR MANAGER TOURS INCREASED FROM 15 IN 2024 TO 20 IN 2025 (+33%).**
- **FORMAL SITE INSPECTIONS INCREASED FROM 240 TO 334 (+39.2%).**

The increase in proactive oversight exceeded workforce growth, reinforcing visible leadership commitment and preventative risk management.

An Employee Assistance Programme (EAP) continues to provide confidential access to professional advice and counselling services for employees and their immediate families, supporting early intervention across mental health, financial and personal concerns.

Through these measures, LPL maintains a working environment in which health, dignity and wellbeing are embedded as operational priorities rather than reactive responses.

This sustained performance below national levels reflects the effectiveness of preventative health practices, early intervention and a supportive management culture.

BACK TO HOME

2026 TARGETS

MAINTAIN OR FURTHER REDUCE AVERAGE SICK DAYS PER EMPLOYEE BELOW THE UK NATIONAL AVERAGE (9.4 DAYS).

DELIVER A MINIMUM OF
40
MENTAL HEALTH TRAINING SESSIONS TO EMPLOYEES

CONDUCT
25
SENIOR MANAGER TOURS

MAINTAIN OR IMPROVE THE MHFA COVERAGE RATIO
(12:1)
ALIGNED WITH WORKFORCE GROWTH

SDG 4
Quality Education

LPL treats education and lifelong learning as foundational to sustainable growth, safe delivery and long-term sector resilience.

Structured training programmes remained central to workforce development throughout 2025. During the year:

- **1,230 STRUCTURED TRAINING SESSIONS WERE COMPLETED VIA THE IHASCO PLATFORM.**
- **EQUIVALENT TO 1,176 TOTAL TRAINING HOURS DELIVERED.**
- **AVERAGING 8 HOURS OF TRAINING PER EMPLOYEE, COMPARED TO 7.3 HOURS IN 2024.**

This increase occurred alongside 7.5% workforce growth, demonstrating that training intensity improved proportionately rather than diluted during expansion.

Environmental competence continues to strengthen. In 2025:

- **251 ENVIRONMENTAL-FOCUSED TRAINING SESSIONS WERE COMPLETED,**
- **ACCOUNTING FOR 270 HOURS OF DELIVERY,**
- **COMPARED TO 214 SESSIONS IN 2024.**

This uplift reflects the increasing integration of sustainability, environmental risk management and carbon awareness into operational decision-making. Environmental training now represents a structured and measurable component of overall competence development rather than a peripheral compliance exercise.

The IHASCO platform remains a core delivery mechanism, with access extended to supply-chain partners to promote shared competence and consistent standards across projects. By supporting knowledge development beyond direct employment boundaries, LPL reinforces capability across its wider delivery ecosystem.

Apprenticeship pathways introduced in 2024 remain active, supporting structured entry routes into the construction sector and strengthening long-term skills development. These initiatives contribute to intergenerational knowledge transfer and workforce resilience.

STEM engagement and community volunteering activities continue to promote awareness of construction careers and responsible infrastructure delivery among younger audiences, supporting long-term sector sustainability.

Education at LPL is therefore embedded within governance oversight and ISO-certified management systems, ensuring competence development is structured, monitored and aligned with regulatory expectations.

BACK TO HOME

2026 TARGETS

MAINTAIN OR EXCEED, AN AVERAGE OF
8 HOURS
of training per employee based on IHASCO training sessions

SUPPLY CHAIN DELIVERY PARTNERS TO COMPLETE
20 FREE
IHASCO TRAINING SESSIONS

ATTEND 3
EXTERNAL CAREERS EVENTS

SDG 5
Gender Equality

Construction remains one of the least gender-diverse sectors in the UK economy. Women comprise approximately 15% of the overall UK construction workforce, with representation in manual on-site trades typically between 1–2% and relatively low participation within senior management roles.

Against this context, LPL's 2025 workforce profile demonstrates comparatively stronger representation. Women account for 27% of the total workforce, materially above reported sector averages. At Board level, female representation stands at 25%, exceeding commonly reported industry benchmarks for senior leadership positions in construction.

Representation alone, however, does not determine equality. Remuneration transparency and equitable pay practices are equally critical.

According to the latest Office for National Statistics (ONS) data (2025), the overall UK gender pay gap for hourly earnings excluding overtime is approximately 12.8%, with a median gap of 6.9% among full-time employees. These figures provide a national benchmark for assessing pay distribution.

Using the standard UK hourly pay methodology, LPL's 2025 gender pay gap is:

- **MEAN GENDER PAY GAP: -16.56 %**
- **MEDIAN GENDER PAY GAP: 0.64 %**

The median gender pay gap of 0.64% indicates that the typical hourly earnings of male and female employees within the organisation are broadly comparable. This figure is substantially below the UK national median benchmark of 6.9%, demonstrating a high level of pay parity across the workforce.

The mean gender pay gap of −16.56% indicates that, on average, female employees within the organisation earn a higher hourly rate than male employees. This result contrasts with the national trend reported by the ONS and demonstrates that female employees are not structurally disadvantaged within the organisation's overall pay distribution.

It is important to distinguish between the gender pay gap and equal pay for equal work. UK equal pay legislation requires that men and women performing the same role receive equivalent remuneration. The gender pay gap instead measures the difference in average hourly earnings across an organisation as a whole and can be influenced by workforce composition across different occupational categories.

At LPL, recruitment, remuneration and career progression decisions remain competence-led and aligned to defined role requirements, with structured governance oversight supporting fairness across comparable roles. Inclusive practice is reinforced through policies addressing equality, diversity and respect in the workplace, alongside clear reporting mechanisms designed to maintain professional standards across all operational environments.

Gender equality at LPL is therefore addressed through transparent pay gap reporting, structured governance oversight and continued investment in inclusive workplace practices. Progress continues to be monitored through data-led review rather than assumption.

LPL CONSTRUCTION SERVICES

2026 TARGETS

iHasco A CITATION COMPANY

DELIVER A MINIMUM OF 40 SESSIONS ON EQUALITY, DIVERSITY AND RESPECT

SUPPLY CHAIN TO COMPLETE 10 SESSIONS ON EQUALITY, DIVERSITY AND RESPECT

COMPLETE AN ANNUAL EQUAL PAY REVIEW ACROSS COMPARABLE ROLES BY Q4

MAINTAIN FEMALE REPRESENTATION AT BOARD LEVEL AT OR ABOVE 25%

MAINTAIN OUR GENDER PAY GAP BELOW THE UK BENCHMARK (6.9% ONS 2025)

MAINTAIN FEMALE WORKFORCE REPRESENTATION AT OR ABOVE 25% OF TOTAL EMPLOYEES

BACK TO HOME

SDG 6
Clean Water and Sanitation

Water protection remains embedded within LPL's environmental management systems and operational planning processes.

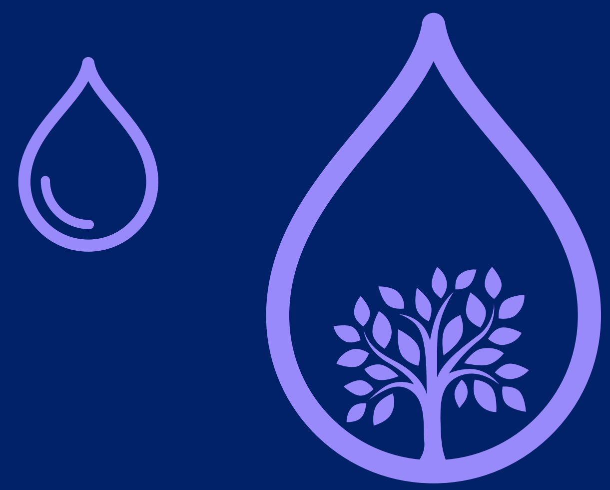
All projects are subject to structured environmental risk assessment prior to commencement. Pollution prevention measures, including spill response procedures, drainage protection, controlled material storage and waste segregation are incorporated into Construction Phase Plans as standard practice.

Environmental compliance is reinforced through routine site inspections, internal audits and visible leadership engagement. In 2025, 334 formal site inspections and 20 Senior Manager Tours were completed, with environmental risk controls forming a consistent element of oversight criteria.

Environmental competence is supported through structured training programmes (see SDG 4), ensuring operational teams understand contamination prevention, surface water protection and responsible material handling requirements particularly on civils-intensive works where ground disturbance increases environmental risk exposure.

While LPL does not directly manage water infrastructure, our activities frequently occur within operational environments where protection of drainage systems, groundwater and adjacent watercourses is critical. Responsible water stewardship therefore remains a routine and preventative component of delivery.

Through structured planning, active oversight and competence development, LPL seeks to prevent environmental harm rather than respond to incidents.



In 2025, 334 formal site inspections and 20 Senior Manager Tours were completed, with environmental risk controls forming a consistent element of oversight criteria.

LPL CONSTRUCTION SERVICES

2026 TARGETS

MAINTAIN ZERO ENVIRONMENTAL BREACHES

MAINTAIN ZERO SUBSTANTIATED ENVIRONMENTAL COMPLAINTS

DELIVER A MINIMUM OF

255

environmental-focused training sessions across operational teams

COMPLETE 12 FORMAL ENVIRONMENTAL AUDITS ACROSS OPERATIONAL SITES

LPL CONSTRUCTION SERVICES

SDG 7 Affordable and Clean Energy

Energy management remains a core operational priority within an energy-intensive construction environment.

In 2025, Scope 2 emissions reduced to 8.31 tCO2e, representing a 37% reduction against our 2022 baseline. Purchased electricity remains a comparatively small proportion of overall emissions, and electricity intensity (tCO$_2$e per £m turnover) has remained proportionate to business growth. Transition toward renewable-backed electricity procurement remains aligned with future contractual renewal cycles.

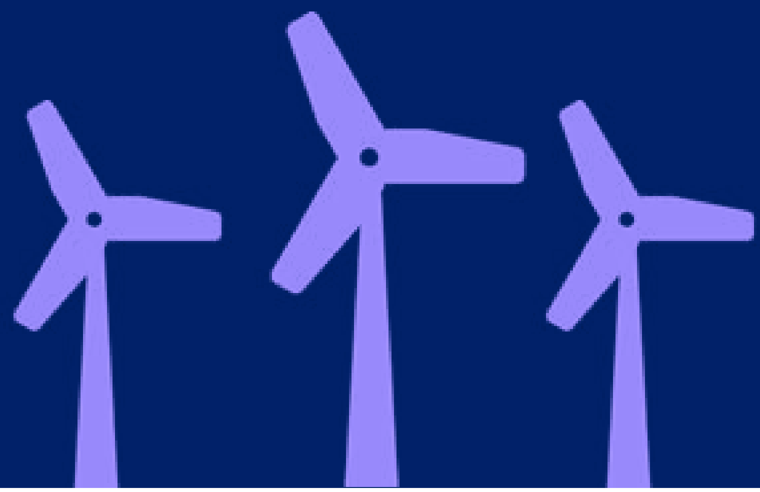
Operationally, hybrid solar-powered welfare units continue to reduce generator reliance and associated noise impacts. Within plant and fleet operations, fuel consumption remains influenced by project type and construction phase; however, alternative fuel adoption continues to deliver measurable reductions. During Q4 2025, 59,000 litres of HVO+ were used in place of white diesel, avoiding approximately 147 tCO2e relative to a fossil diesel baseline.

During 2026, LPL will commence a phased replacement of internal combustion engine vehicles with electric alternatives where operationally feasible.

Fleet decarbonisation forms a key element of our energy transition strategy. During 2026, LPL will commence a phased replacement of internal combustion engine vehicles with electric alternatives where operationally feasible. To support this transition, seven 7kW electric vehicle charging points will be installed at Head Office. While electrification will increase electricity demand and may result in a short-term rise in Scope 2 emissions, this reflects a structural shift away from diesel combustion (Scope 1) toward lower-carbon grid electricity.

Future reporting will monitor whole-fleet emissions performance, combining Scope 1 and Scope 2 data to ensure that absolute and intensity-based reductions remain aligned with long-term decarbonisation objectives.

The strategic direction remains clear: progressively reduce fossil fuel dependency, strengthen operational energy control and integrate lower-carbon energy sources across fleet, plant and facilities.



BACK TO HOME

2026 TARGETS

MAINTAIN SCOPE 2 INTENSITY REDUCTION (TCO2E PER £M TURNOVER)

INCREASE HVO+ USAGE TO 65,000 LITRES

CONTINUE WITH MONITORED FLEET ELECTRIFICATION PROGRAMME

SDG 8
Decent Work and Economic Growth

2025 represented a period of continued operational expansion for LPL Construction Services. Direct employee headcount increased from 107 to 115, reflecting 7.5% net growth during a year of increased project scale and concurrency. Total workforce numbers rose from 141 to 146, while reliance on contractors reduced from 34 to 31, strengthening internal delivery capability and consolidating in-house competence.

During the year, 26 employees left the business, equating to an annual turnover rate of 23% and a corresponding retention rate of approximately 77%, based on an average PAYE headcount of 111 employees.

The UK construction sector continues to experience labour market pressures, including skills shortages and demographic constraints. Industry analysis indicates annual employee turnover typically ranges between 15–25%. In this context, LPL's turnover rate remains within established sector norms. Importantly, the business achieved net employee growth despite sector-wide recruitment challenges, demonstrating organisational resilience and sustained demand for skilled roles.

Economic growth at LPL is closely linked to structured local participation.

79% of Alcumus approved delivery partners are classified as SMEs, reinforcing our commitment to supporting smaller enterprises within the construction ecosystem. Local supply-chain proximity and regional economic contribution are considered within procurement decisions, strengthening community-level resilience and supporting employment continuity across operational geographies (see SDG 11).

Apprenticeship pathways introduced in 2024 remain active, supporting structured entry routes into the sector and strengthening long-term skills development.

Decent work at LPL is therefore defined not solely by employment volume, but by:

- WORKFORCE STABILITY RELATIVE TO SECTOR NORMS
- STRENGTHENED IN-HOUSE CAPABILITY
- STRUCTURED COMPETENCE DEVELOPMENT
- RESPONSIBLE SUPPLY-CHAIN PARTICIPATION

Growth and responsibility remain integrated objectives, ensuring operational expansion aligns with sustainable employment practices and long-term organisational resilience.

2026 TARGETS

MAINTAIN A STAFF TURNOVER RATE BELOW OR WITHIN SECTOR BENCHMARK RANGES
(15–25%)

INCREASE EMPLOYEE RETENTION BEYOND THE CURRENT
77%

INCREASE THE PROPORTION OF SME SUPPLIERS LOCATED WITHIN 40 MILES OF OUR DIVISIONAL OPERATIONS

GROW THE OVERALL PROPORTION OF SME DELIVERY PARTNERS BEYOND
79%

"DURING THE YEAR, 26 EMPLOYEES LEFT THE BUSINESS, EQUATING TO AN ANNUAL TURNOVER RATE OF 23% AND A CORRESPONDING RETENTION RATE OF APPROXIMATELY 77%, BASED ON AN AVERAGE PAYE HEADCOUNT OF 111 EMPLOYEES."

SDG 9
Industry, Innovation and Infrastructure

Infrastructure delivery at LPL is frequently undertaken within technically complex and operationally sensitive environments, particularly within aviation and civils projects. Innovation during 2025 focused not only on operational controls, but on earlier-stage influence through structured pre-construction engagement.

Where Early Contractor Involvement (ECI) opportunities arise, LPL works collaboratively with clients and remote design teams to inform buildability, sequencing and risk mitigation during the design phase. Drawing upon extensive delivery experience, practical construction insight is fed back into developing designs to reduce downstream risk, improve construction efficiency and strengthen safety outcomes. This approach supports the intent of the Building Safety Act 2022, reinforcing the importance of competent input, clear duty-holder coordination and consideration of construction risk at the earliest stages of project development.

Alkali-neutralising concrete washout systems (BlueRinse) were deployed across all 15 live civils-based projects during the year.

Operationally, enhanced environmental and excavation controls continued to strengthen infrastructure resilience. Alkali-neutralising concrete washout systems (BlueRinse) were deployed across all 15 live civils-based projects during the year, ensuring high-pH cementitious runoff was treated at source and controlled before discharge under consent.

Investment in specialist excavation technology further reduced risk in service-congested environments. Following the introduction of a tracked, remotely operated vacuum excavator and enhanced buried services detection using magnetometer technology, no service strikes were recorded during 2025, compared to one recorded service strike in 2024 prior to implementation.

In parallel, plant telematics systems enable systematic capture of total engine hours and interrogation of operating power modes, idle time and efficiency. This strengthens productivity oversight, maintenance planning and data-led operational control.

Innovation at LPL is therefore grounded in both early-stage design influence and practical site-based application. By embedding buildability insight at pre-construction stage, investing in specialist technology and strengthening operational measurement systems, infrastructure delivery continues to evolve toward safer, more resilient and more controlled outcomes.

LPL CONSTRUCTION SERVICES

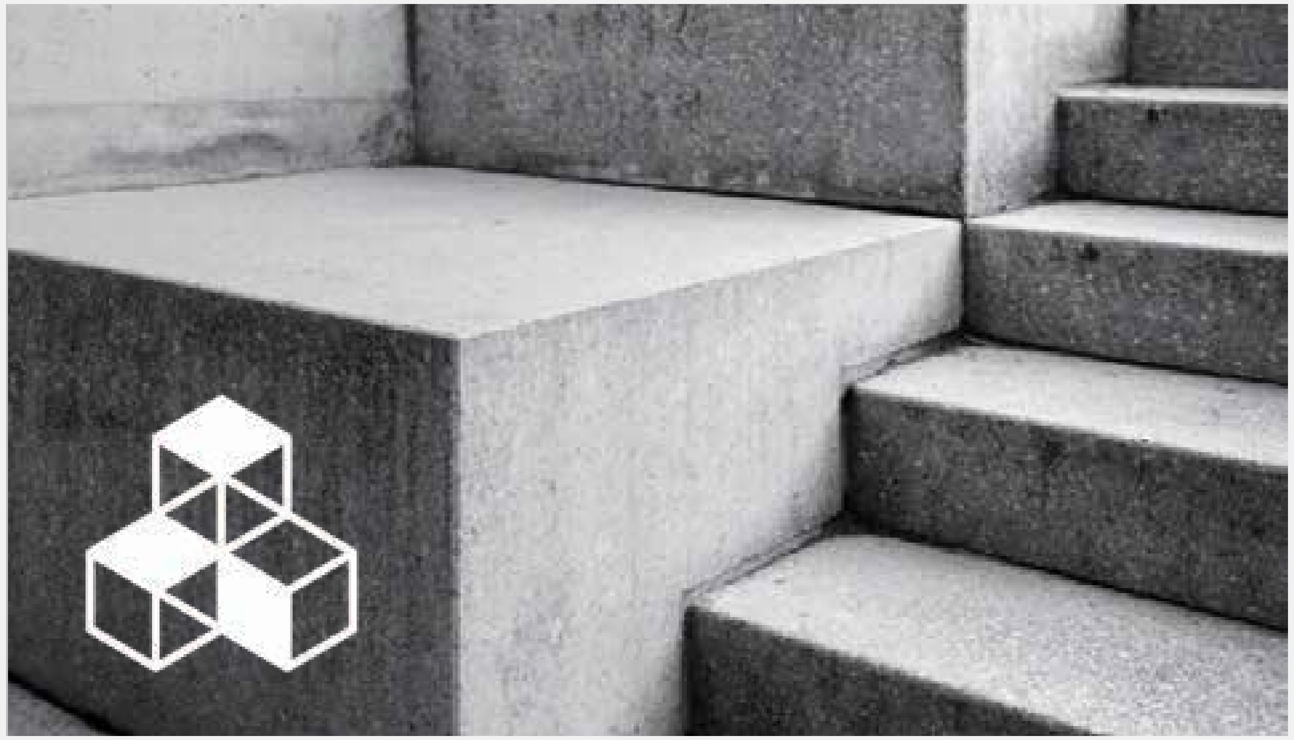
2026 TARGETS

100% OF CONSTRUCTION PROJECTS UTILISING CONCRETE TO HAVE BLUERINSE SYSTEM IN PLACE

WHERE HIGH RISK OF BURIED SERVICES IS NOTED, **100%** OF SITE TO UTILISE LPL VACUUM EXCAVATOR

MAINTAIN ZERO SERVICE STRIKES

COMPLETE TRIALS OF MAGNETOMETER FOR INTERNAL SERVICES DETECTION WITHIN SCREEDS BY Q2



BACK TO HOME

SDG 10
Reduced Inequalities

Reducing inequality within our operational sphere requires measurable transparency, structured governance and accountable oversight.

The UK construction sector remains one of the least ethnically diverse industries, with approximately 90–95% of the workforce identifying as White and minority representation typically ranging between 5.4% and 13.6%, depending on sub-sector and region. Representation is often lower within senior leadership roles.

In 2025, LPL's workforce demographic profile recorded 75% White British, 23% minority ethnic backgrounds and 2% prefer not to say. While reflective of the regional labour market in which we operate, this profile demonstrates materially higher minority representation than commonly reported sector averages. Anonymised workforce data is formally monitored to support transparency and informed decision-making.

Reducing inequality at LPL extends beyond representation statistics. Recruitment, remuneration and progression decisions remain competence-led and aligned to defined role requirements.

Internal opportunities are communicated transparently, and equal pay principles are reviewed through structured governance processes. Open consultation mechanisms and formal reporting routes provide clear pathways for raising concerns, with all equality-related matters subject to defined investigation procedures.

During 2025, governance structures were strengthened through formal policies addressing neurodiversity, gender identity and sexual harassment. These frameworks reinforce expectations of dignity, procedural fairness and respectful conduct across all working environments.

Within the supply chain, sustained SME participation and strong local supplier engagement further contribute to economic inclusion and distribution of opportunity across regional communities.

Reducing inequality is not addressed through isolated initiatives, but through transparent measurement, monitored representation, formal policy and consistent leadership oversight embedded within daily operations.

LPL CONSTRUCTION SERVICES

2026 TARGETS

DELIVER A MINIMUM OF **40** SESSIONS ON EQUALITY, DIVERSITY AND RESPECT

DELIVER 10 EQUALITY, DIVERSITY AND RESPECT SESSIONS ACROSS SUPPLY-CHAIN PARTNERS

PUBLISH ANNUAL WORKFORCE DEMOGRAPHIC REPORTING, INCLUDING LEADERSHIP-LEVEL REPRESENTATION

CONDUCT ANNUAL EQUAL PAY REVIEW ACROSS COMPARABLE ROLES

COMMIT TO 100% INVESTIGATIONS OF EQUALITY-RELATED GRIEVANCES WITHIN 30 DAYS OF FORMAL REPORTING

100%

"REDUCING INEQUALITY AT LPL EXTENDS BEYOND REPRESENTATION STATISTICS."

BACK TO HOME

SDG 11
Sustainable Cities and Communities

Infrastructure delivered by LPL is frequently undertaken within live and operational environments, particularly within the aviation sector. Supporting resilient infrastructure in these settings contributes directly to the safety, continuity and long-term functionality of critical transport networks.

Projects delivered during 2025 required careful coordination to minimise disruption, protect operational continuity and maintain safe access for the travelling public. Construction activity within established carriageways, footways and aviation operational areas was undertaken using enhanced risk mitigation controls, including advanced buried services detection and remote excavation methodologies.

LPL has served as Stansted Airport's framework lead for snow clearance across runway and taxiway infrastructure for ten consecutive years. Supporting winter resilience remains a key operational responsibility for our trained teams, directly contributing to passenger safety, operational continuity and regional economic stability.

Local economic resilience remains central to this goal.

Following analysis using postcode-level coordinates and great-circle distance methodology, 63% of our Alcumus SME supply chain operates within 40 miles of either our Elsenham headquarters (CM22 6DR) or Manchester office (M22 5LB). This dual-centre approach reflects our operational footprint across the South East and North West and demonstrates strong regional concentration across both hubs.

Circular construction practices further contribute to sustainable community development. Reuse of materials, integration of recycled aggregates and strengthened waste management controls support responsible resource use within local infrastructure projects.

> **Sustainable cities depend not only on new infrastructure, but on resilient, responsibly maintained operational assets and regionally embedded supply chains.**

2026 TARGETS

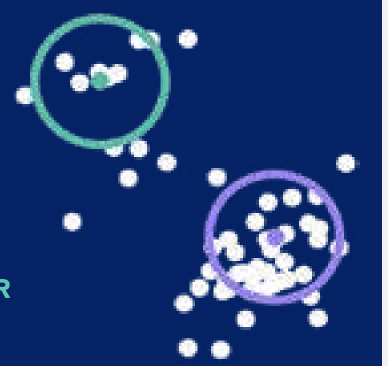
INCREASE THE PROPORTION OF SME SUPPLIERS OPERATING WITHIN 40 MILES OF EITHER OPERATIONAL BASE

GROW OVERALL SME PARTICIPATION WITHIN THE APPROVED DELIVERY PARTNER NETWORK

INSTALL 7 ELECTRIC VEHICLE CHARGING STATIONS AT HEAD OFFICE

to support regional decarbonisation and infrastructure resilience

ALCUMUS SME SUPPLY CHAIN 40 MILE RADIUS OF LPL OFFICES



MANCHESTER
ELSENHAM
SME'S

SDG 12 - Responsible Consumption and Production

Material use and waste generation remain the most significant environmental influences within construction delivery. In 2025, Scope 3 emissions totalled 3,891.22 tCO2e, reflecting the material intensity of civils-heavy project phases including concrete, reinforcement steel, granular materials and excavation arisings.

Absolute Scope 3 emissions increased relative to the 2022 baseline, driven by higher project concurrency and materially intensive works. Enhanced accounting methodology improved data completeness and strengthened transparency across supply chain emissions reporting.

Waste management performance remains a priority area. Diversion from landfill during 2025 was recorded at 25%, reflecting the structural realities of excavation-heavy infrastructure projects. This figure provides a measurable baseline; however, 2026 includes a structured workstream engaging directly with waste transfer and tip facilities to better understand site-specific recovery, treatment and conversion factors. This engagement will strengthen reporting accuracy and provide clearer insight into downstream material recovery routes.

A phased diversion trajectory remains in place, targeting progressive improvement toward 50% diversion from landfill by 2030, supported by enhanced segregation at source, improved forecasting during pre-construction planning and increased reuse of demolition arisings where technically viable.

Material procurement remains central to reducing embodied carbon intensity. Reinforcement steel represents a significant Scope 3 contributor; however, supplier data indicates high recycled content across products used within LPL projects. Key Supplier 1 reports reinforcement manufactured from up to 98% recycled steel. Key Supplier 2, operating via UK electric arc furnace (EAF) production routes, confirms ≥98% recycled content within reinforcement products. While not all suppliers publicly disclose exact recycled content percentages, UK reinforcement steel is commonly produced through EAF processes using high scrap input, resulting in substantially lower embodied carbon intensity compared to primary blast furnace production methods.

Continued engagement with suppliers to validate recycled content data and environmental product declarations (EPDs) remains a priority within LPL's Scope 3 reduction strategy.

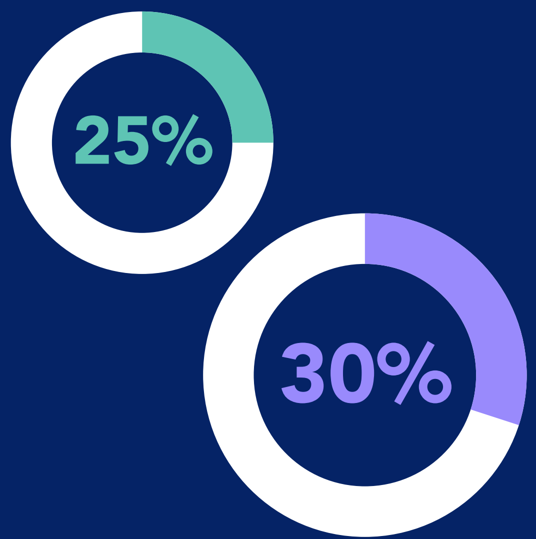
Refining embodied carbon reporting for reinforcement steel to reflect supplier-verified recycled content and production routes improves Scope 3 accuracy and avoids overstating impact. This strengthens transparency while supporting circular economy principles within material procurement.

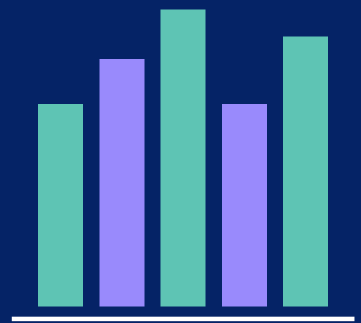
Responsible consumption at LPL is therefore addressed through improved measurement, disciplined procurement, strengthened supplier verification and progressive waste diversion planning. While construction delivery remains materially intensive, structured reduction pathways are embedded to improve circularity and reduce embodied carbon impact over time.

LPL CONSTRUCTION SERVICES

2026 TARGETS

INCREASE LANDFILL DIVERSION RATE FROM 25% TO 30%





RECORD AND REPORT

the volume of recycled aggregates and fine aggregates utilised across projects (new Scope 3 KPI)

ENSURE 100% OF STEEL REINFORCEMENT PROCUREMENT THROUGH CARES-CERTIFIED SUPPLIERS

SDG 13
Climate Action

Climate performance in 2025 reflects both business growth and improved reporting transparency.

Total emissions for the reporting year were 4,500.79 tCO_2e across Scope 1, 2 and 3. Compared to the 2022 baseline, this represents a 23% increase in absolute emissions. This increase is attributable to materially intensive project phases, extended plant utilisation and increased project concurrency.

Over the same period, turnover increased by 124%. When measured against economic output, carbon intensity reduced from 186.4 tCO_2e per £m in 2022 to 102.17 tCO_2e per £m in 2025, representing a 45% reduction in carbon intensity. This demonstrates partial decoupling of commercial growth from carbon emissions.

Scope 2 emissions reduced by 38% relative to baseline, and alternative fuel adoption expanded significantly during the year. During Quarter 4 alone, 59,000 litres of HVO+ were used in place of white diesel, avoiding approximately 147 tCO_2e compared to a fossil diesel baseline.

Scope 1 and Scope 3 emissions remain the primary reduction challenge. In response, quantified recovery pathways to 2030 have been formalised within the Carbon Management Plan, 2025 Addenda. These pathways focus on alternative fuel expansion, plant efficiency controls, concrete decarbonisation strategies, procurement-led embodied carbon management and progressive waste diversion improvement.

LPL remains committed to achieving Net Zero by 2050 or earlier, prioritising real operational reduction over offset dependency. Climate action is therefore addressed through measurable reduction planning, improved data accuracy and structured governance oversight rather than short-term compensatory measures.

When measured against economic output, carbon intensity reduced from 186.4 tCO_2e per £m in 2022 to 102.17 tCO_2e per £m in 2025, representing a 45% reduction in carbon intensity.

2026 TARGETS

REPORT ANNUALLY SCOPE 1, 2 AND 3 EMISSIONS AND SEEK EXTERNAL VALIDATION OF RESULTS

MAINTAIN YEAR-ON-YEAR REDUCTION IN SCOPE 2 CARBON INTENSITY (TCO2e PER £M TURNOVER)

INCREASE HVO+ USAGE TO 65,000 LITRES ACROSS 2026

INSTALL 7 ELECTRIC VEHICLE CHARGING STATIONS AT HEAD OFFICE TO SUPPORT FLEET TRANSITION

WASTE DIVERSION AND RECYCLED AGGREGATE PERFORMANCE WILL CONTRIBUTE TO SCOPE 3 REDUCTION PATHWAYS (SEE SDG 12).

SDG 14
Life Below Water

Although LPL does not operate directly within marine environments, construction activities can influence aquatic ecosystems through surface water runoff, drainage discharge and material handling practices. Responsible site management therefore plays an important role in preventing downstream environmental impact.

Water protection measures are embedded within Construction Phase Plans across all projects. These include spill response procedures, controlled material storage, segregation of hazardous substances and protection of surface water drainage systems and associated training for site operatives and management teams.

During 2025, alkali-neutralising concrete washout systems were deployed to prevent high-pH cementitious runoff entering drainage networks. These controls reduce the risk of contamination reaching watercourses and connected aquatic environments.

A centralised bunded COSHH storage area was also established to strengthen chemical containment. Secondary containment controls reduce the likelihood of hazardous substances entering drainage systems in the event of spillage or container failure, reinforcing proactive environmental risk management.

Routine site inspections and environmental audits provide oversight of these controls, ensuring that mitigation measures remain active and effective throughout project lifecycles.

While our activities are land-based, preventing pollution at source contributes to the protection of rivers, estuaries and marine ecosystems connected to local drainage systems. Responsible water stewardship therefore remains an embedded component of operational delivery.

Secondary containment controls reduce the likelihood of hazardous substances entering drainage systems in the event of spillage or container failure, reinforcing proactive environmental risk management.

2026 TARGETS

MAINTAIN ZERO ENVIRONMENTAL BREACHES IMPACTING WATERCOURSES OR DRAINAGE SYSTEMS

MAINTAIN STRUCTURED POLLUTION PREVENTION CONTROLS ACROSS ALL ACTIVE CONSTRUCTION SITES

ENVIRONMENTAL GOVERNANCE TARGETS FOR POLLUTION PREVENTION, TRAINING AND AUDIT OVERSIGHT REMAIN ALIGNED TO SDG 6 (CLEAN WATER AND SANITATION) AND SDG 13 (CLIMATE ACTION).

SDG 15
Life on Land

Construction activity inevitably interacts with land and ecosystems. Managing that interaction responsibly and where possible enhancing ecological value; remains central to environmental stewardship at LPL.

In early 2026 (negotiated in 2025), LPL secured approximately 152 acres (61.5 hectares) of land within its local operating geography for structured biodiversity enhancement. This establishes a measurable baseline of land under active ecological management and marks a transition from reactive mitigation toward proactive environmental improvement.

The land will be progressively transitioned from intensive agricultural use toward habitat restoration. Planned measures include reinstatement of native hedgerows, creation of habitat corridors and, where planning conditions are agreed (Airport planning consent), development of wetland features to encourage flora and fauna recovery. Hedgerow reinstatement will be tracked through measurable linear metres of native hedgerow established, forming an annual biodiversity enhancement KPI from 2026 onward.

Within live construction projects, environmental protection remains embedded through drainage controls, pollution prevention measures and site-specific habitat risk assessments. These controls ensure that land-based risks are managed responsibly during operational delivery.

By securing land for long-term ecological uplift and introducing measurable habitat restoration indicators, LPL strengthens its contribution to terrestrial ecosystem resilience within its sphere of influence. SDG 15 is therefore addressed not only through protection of land during works, but through structured enhancement beyond the construction footprint.

Within live construction projects, environmental protection remains embedded through drainage controls, pollution prevention measures and site-specific habitat risk assessments.

BACK TO HOME

2026 TARGETS

ESTABLISH A FORMAL
BIODIVERSITY STRATEGY
FOR THE
61.5 HECTARES
SECURED IN EARLY 2026,
INCLUDING DEFINED
HABITAT ENHANCEMENT
KPIS BY Q2 2026

COMMENCE
MEASURABLE TRACKING
OF HEDGEROW
REINSTATEMENT
(LINEAR METRES)
FROM Q3 2026 ONWARD

ENVIRONMENTAL GOVERNANCE TARGETS FOR SITE CONTROL, AUDIT AND COMPLIANCE REMAIN ALIGNED TO SDG 6 (CLEAN WATER AND SANITATION) AND SDG 13 (CLIMATE ACTION).

BACK TO HOME

SDG 16
Peace, Justice and Strong Institutions

Strong governance underpins all aspects of sustainable development. At LPL, institutional integrity is reinforced through structured policy frameworks, independent audit oversight and transparent reporting.

Internal governance continued to strengthen in 2025 through increased audit activity, structured site inspections and enhanced leadership visibility. A total of 43 internal audits were completed (target: 36), including 12 environmental-focused audits, reflecting expanded scrutiny across operational controls. Environmental, safety and compliance performance are monitored through ISO-aligned management systems, ensuring accountability remains embedded within delivery.

Supplier governance remains a core control mechanism. Delivery partners continue to undergo prequalification through Alcumus SafeContractor and structured internal PQQ processes, supporting consistent standards across health and safety, environmental management and ethical practice. High SME participation is balanced with proportionate oversight to ensure transparency and regulatory alignment.

The Code of Conduct remains central to organisational behaviour, setting clear expectations relating to anti-bribery, anti-corruption, modern slavery prevention and professional standards.

During 2025, governance frameworks were further strengthened through the formalisation of policies addressing gender identity, neurodiversity and sexual harassment. These policies reinforce procedural fairness and provide structured routes for reporting and investigation.

Employee consultation mechanisms, including formal briefings and open dialogue forums, support internal accountability and accessible reporting pathways.

Institutional strength at LPL is therefore built upon policy clarity, structured oversight and leadership accountability. Governance is treated not as an administrative requirement, but as the foundation upon which safe, ethical and responsible delivery depends.

Employee consultation mechanisms, including formal briefings and open dialogue forums, support internal accountability and accessible reporting pathways.

2026 TARGETS

CONDUCT 25 SENIOR MANAGER TOURS TO REINFORCE VISIBLE GOVERNANCE OVERSIGHT METHODOLOGY ALIGNED TO BSI FRAMEWORKS

COMPLETE 36 INTERNAL AUDITS,
REFLECTING TRANSITION FROM PROCESS-FRAGMENTED AUDITS TO INTEGRATED CLAUSE-ALIGNED REVIEWS

ENSURE 100% OF PROPOSED SUPPLIERS COMPLETE THE LPL PQQ PROCESS PRIOR TO APPOINTMENT

MAINTAIN ISO 9001 & ISO 45001 CERTIFICATION
UNDER CLAUSE-BASED AUDIT METHODOLOGY ALIGNED TO BSI FRAMEWORKS

MAINTAIN ACCREDITATIONS

Achilles UVDB Audited
CHAS
Constructionline
Builder's Profile

"INTERNAL GOVERNANCE CONTINUED TO STRENGTHEN IN 2025"

SDG 17 Partnerships for the Goals

Sustainable development at LPL is delivered through structured, accountable partnership across clients, supply-chain delivery partners and regional communities.

In 2025, 79% of approved delivery partners were classified as SMEs, reinforcing our commitment to distributed economic participation and support for smaller enterprises within the construction ecosystem. Analysis confirms that 63% of SME partners operate within 40 miles of either our Elsenham or Manchester operational bases (see SDG 11), demonstrating balanced regional supply-chain integration across our core delivery geographies and strengthening economic resilience within both the South East and North West.

All delivery partners undergo structured prequalification and ongoing monitoring, including assessment of safety performance, environmental management, financial stability and regulatory compliance. As outlined in the 2024 SDG report, supplier risk governance extends beyond financial due diligence to include modern slavery compliance, insurance validation, airside regulatory requirements and sustainability governance standards. This layered approach ensures that partnership is governed through proportionate oversight, defined assurance processes and transparent accountability.

Long-standing relationships with **Manchester Airport Group (M.A.G),** alongside Tier 1 organisations including **Morgan Sindall** and **Kier**, reflect sustained delivery performance within complex, regulated environments. Continued collaboration with **NHS** construction teams under the **Royal Free Property Services Group** further demonstrates alignment with public-sector governance expectations and institutional delivery standards.

Environmental awareness training and compliance resources remain available to delivery partners, reinforcing that safety, ethical conduct and climate responsibility are shared obligations rather than isolated commitments.

Partnership at LPL is therefore structured, monitored and measurable. High SME participation, dual-centre regional integration and defined supplier risk controls demonstrate that collaboration is embedded within operational governance rather than treated as transactional procurement.

2026 TARGETS

GROW OUR SME NETWORK FROM 79%

SUPPLY CHAIN TO COMPLETE 10 SESSIONS ON ETHICAL TOPICS

ENSURE 100% OF PROPOSED SUPPLIERS COMPLETE THE LPL PQQ PROCESS PRIOR TO APPOINTMENT

SUPPLY CHAIN TO COMPLETE 10 SESSIONS ON ENVIRONMENTAL TOPICS

CONDUCT 25 SENIOR MANAGER TOURS

INCREASE ALCUMUS SAFE CONTRACTOR APPROVED SUPPLIERS FROM 84

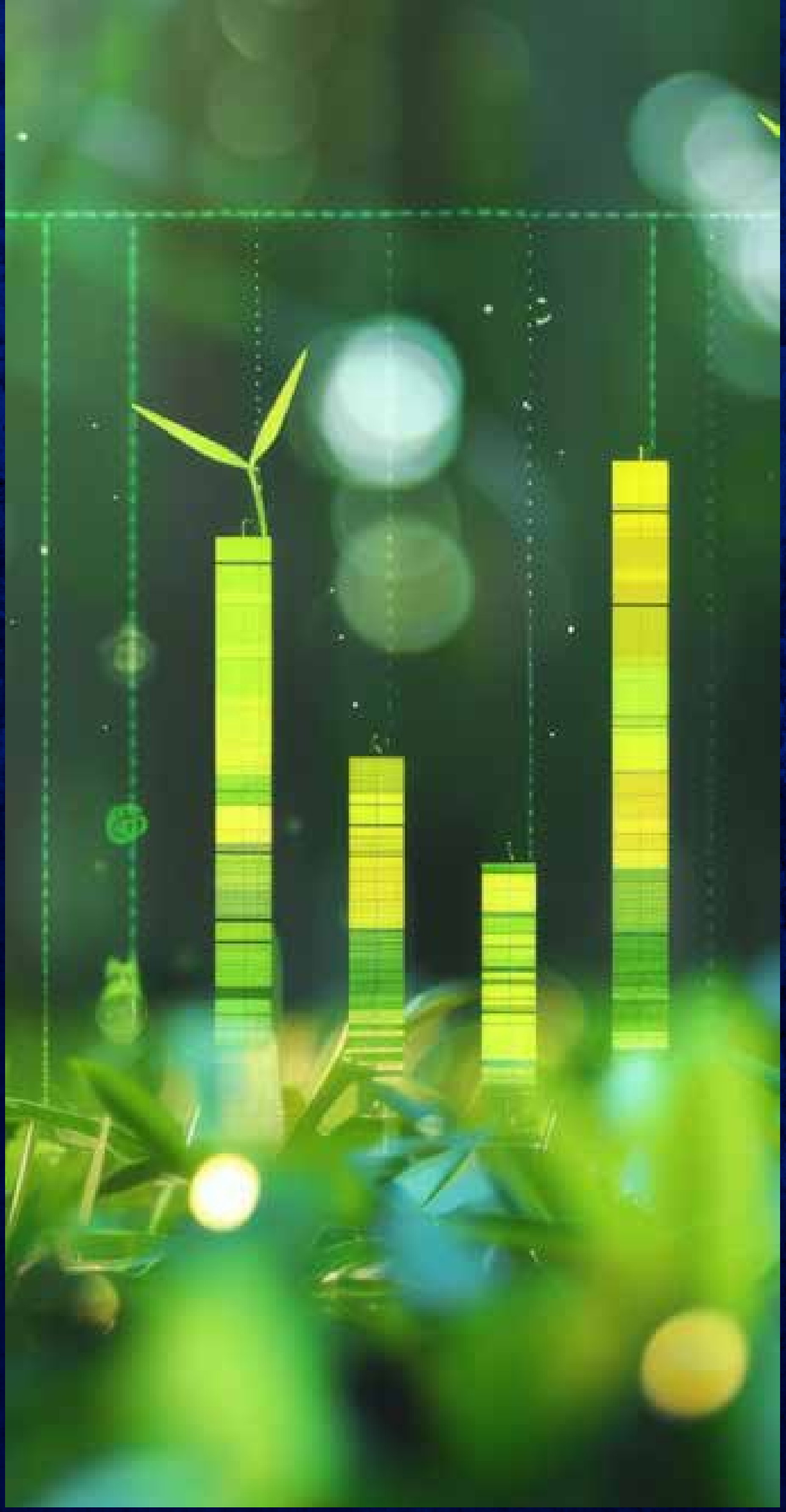
BACK TO HOME

KPI OWNERSHIP MATRIX

2025/26 Reporting Structure

To reinforce structured governance and prevent duplication across reporting themes, the following KPI Ownership Matrix sets out the primary SDG alignment for each measurable performance indicator, alongside supporting cross-references and internal accountability.

This framework ensures that all environmental, Social and governance metrics are clearly allocated, consistently reported and subject to defined oversight. By formalising KPI ownership, LPL strengthens transparency, maintains reporting discipline and demonstrates that sustainable development is embedded within operational governance rather than treated as a standalone initiative.



LPL CONSTRUCTION SERVICES

BACK TO HOME

LPL CONSTRUCTION SERVICES

2025/26 REPORTING STRUCTURE

KPI / Performance Measure	Primary SDG Owner	Supporting / Cross-Referenced SDGs	Internal Accountability
% of directly employed staff paid above National Minimum Wage and Living Wage benchmarks	**SDG 1** – No Poverty	**SDG 8** – Decent Work & Economic Growth	HR / Directors
Contribution to food security delivered indirectly through fair pay, SME participation and community investment (quantified under SDG 1, 8, 11 & 17)	**SDG 2** – Zero Hunger (Indirect Influence)	**SDG 1 / SDG 8 / SDG 11 / SDG 17**	Directors
Average sick days per employee	**SDG 3** - Good Health	–	H&S / HR
MHFA coverage ratio	**SDG 3**	–	H&S / HR
Senior Manager Tours	**SDG 3**	**SDG 6** (oversight)	Directors
Formal site inspections	**SDG 3**	**SDG 6** (environment oversight)	H&S
Total training hours per employee	**SDG 4 –** Quality Education	–	HR / Compliance
Environmental training sessions	**SDG 4**	**SDG 6 / SDG 13** (impact linkage)	Compliance
Gender pay gap (mean & median, reported annually)	**SDG 5 –** Gender Equality	**SDG 10 –** Reduced Inequalities	Directors / HR

KPI / Performance Measure	Primary SDG Owner	Supporting / Cross-Referenced SDGs	Internal Accountability
Female workforce and Board representation (%)	**SDG 5** – Gender Equality	**SDG 10**	HR / Directors
Zero environmental breaches	**SDG 6** – Clean Water	**SDG 14 / SDG 15**	Compliance
Zero substantiated environmental complaints	**SDG 6**	**SDG 14 / SDG 15**	Compliance
Environmental audits (12)	**SDG 6**	**SDG 16**	Compliance
Scope 2 electricity consumption and renewable procurement transition	**SDG 7** – Affordable & Clean Energy	**SDG 13 –** Climate Action	Directors / Compliance
Staff turnover rate (%)	**SDG 8 –** Decent Work & Economic Growth	**–**	HR
Employee retention rate (%)	**SDG 8**	**–**	HR
SME participation (%)	**SDG 8**	**SDG 17**	Procurement
Infrastructure resilience and operational continuity delivery within live aviation environments	**SDG 9** – Industry, Innovation & Infrastructure	**SDG 11**	Directors / Operations
Workforce demographic reporting	**SDG 10 –** Reduced Inequalities	**–**	HR
Equal pay review	**SDG 10**	**–**	Directors / HR
Installation of 7 EV charging stations	**SDG 11**	**SDG 13** (decarbonisation linkage)	Directors / Facilities
SME proximity (63% within 40 miles of either base)	**SDG 11** – Sustainable Cities	**SDG 17**	Procurement / Compliance

KPI / Performance Measure	Primary SDG Owner	Supporting / Cross-Referenced SDGs	Internal Accountability
Landfill diversion rate (25% – 30%)	**SDG 12** – Responsible Consumption	**SDG 13**	Operations / Environmental
Recycled aggregates & fine aggregate tracking	**SDG 12**	**SDG 13**	Commercial / Environmental
CARES-certified steel procurement	**SDG 12**	**SDG 13**	Procurement
Scope 1, 2 & 3 emissions reporting	**SDG 13** – Climate Action	–	Compliance
Carbon intensity (tCO2e per £m turnover)	**SDG 13**	–	Directors
HVO+ usage target	**SDG 13**	–	Operations
Protection of watercourses and drainage systems through pollution prevention controls (KPIs owned under SDG 6)	**SDG 14** – Life Below Water (Impact Alignment)	**SDG 6**	Compliance
Biodiversity enhancement strategy (61.5 ha)	**SDG 15** – Life on Land	**SDG 13**	Directors
Measurable habitat enhancement outputs (e.g. hedgerow metres tracked)	**SDG 15**	–	Directors / Environmental
100% supplier PQQ completion	**SDG 16** – Strong Institutions	**SDG 17**	Procurement
ISO & accreditation maintenance	**SDG 16**	–	Directors / Compliance
% of approved delivery partners classified as SMEs (79%)	**SDG 17** – Partnerships	**SDG 8** – Decent Work & Economic Growth	Procurement

BACK TO HOME

LOOKING AHEAD 2026 AND BEYOND

The framework established in 2023 remains unchanged.

The priority for 2026 is disciplined execution against the measurable targets now embedded across all 17 Sustainable Development Goals.

Across **Our People**, focus will remain on competence assurance, visible leadership and measurable equality performance. Training hours, mental health support ratios and workforce retention metrics will be actively monitored to ensure growth continues without dilution of standards.

Across **Our Communities and Delivery Partners**, structured supplier governance and SME participation targets will be tracked through defined KPIs. Prequalification discipline, ethical oversight and performance auditing will continue to underpin responsible partnership.

Across **Our Planet**, 2026 marks the transition from pathway definition to implementation. Scope 3 data refinement, waste diversion improvement, alternative fuel expansion and the structured rollout of biodiversity enhancement across 61.5 hectares will move from commitment to measurable delivery.

The installation of electric vehicle charging infrastructure and expansion of HVO+ adoption represent practical steps within this transition. Reporting in 2026 will therefore place greater emphasis on combined fleet emissions, carbon intensity and diversion performance to ensure progress is assessed holistically.

The coming year is defined not by new pledges, but by accountable delivery against the commitments already established. Sustainable development at LPL will continue to be measured through evidence, data and governance oversight rather than aspiration alone.

SUSTAINABLE DEVELOPMENT GOALS

DIRECTOR STATEMENT

We recognise that sustainable development is not defined by policy statements alone, but by how consistently we apply our standards in practice. This 2025 SDG Addendum reflects an honest assessment of where we stand across all 17 United Nations Sustainable Development Goals. It builds upon our 2024 published framework and aligns with the structured reduction pathways set out within our Carbon Management Plan and subsequent, CMP 2025 addendum.

LPL remains a privately owned business, and that independence carries responsibility. Decisions taken within the business directly influence our people, our delivery partners and the environments in which we operate. For that reason, transparency, governance discipline and measurable improvement remain central to how we approach growth.

During 2025, the business expanded in scale and complexity. That growth has been accompanied by strengthened policy frameworks, improved reporting maturity and clearer recovery planning. Where performance has progressed, we acknowledge it. Where improvement is required, we have set defined pathways to address it.

Our focus for 2026 is implementation embedding the standards, controls and environmental stewardship commitments already established. Sustainable development at LPL is not a separate workstream; it is part of responsible infrastructure delivery.

We remain personally committed to ensuring that compliance, safety, environmental protection and ethical governance continue to underpin every project we undertake.

Signed on behalf of the Board of Directors
Grant Rayne, Compliance Director
LPL Construction Services

Date: February 2026