

## BIODIVERSITY POLICY

### 1. Policy Statement

As a global leader in steel fabrication and erection, we recognise that operating in a sustainable manner is crucial to both the current and future success of the Group, the whole of the structural steelwork sector, and our working and living environments.

Preserving biodiversity is a key part of our commitment to delivering more sustainable solutions for our people, our clients, and the wider communities and environments in which we work and live. Our approach is guided by our strategic goal: **Doing good, building communities** and in line with our Sustainability Policy.

### 2. Scope

This policy covers Severfield plc and its respective business units and all colleagues.

### 3. Our Commitments

The purpose of this policy is to ensure that we:

- Increase awareness amongst all colleagues of the value of biodiversity and why it is important to our business, so that they can take steps to conserve and use nature sustainably in daily activities.
- Align our practices, and those utilised by our suppliers, with requirements for best practice in biodiversity.
- Continuously work with our stakeholders to find better solutions to improve our impact on biodiversity and nature.

As part of our policy and in line with our ISO 14001 certification, we will:

- Gather data and complete a baseline assessment to estimate our impact and the influence of our wider value chain on nature and biodiversity.
- Carry out value chain scoping to understand nature-related risks better. In line with those findings, we will also set appropriate targets.
- Engage with nature conservation organisations to help us improve our impact on biodiversity and nature.

### 4. Roles and Responsibilities

Biodiversity is a shared responsibility across the Group.

- The **Executive Sponsor** provides strategic leadership and support.
- The **Policy Owner** maintains this policy and supporting frameworks.
- **Leadership & Line Managers** are responsible for promoting biodiversity awareness and supporting implementation of this policy within their areas of responsibility.
- **All Colleagues** are responsible for supporting the commitments contained within this policy and considering biodiversity impacts in relevant day-to-day activities.

## 5. Governance

Compliance with this policy will be monitored through Severfield's environmental management processes and broader sustainability governance arrangements.

Progress against biodiversity commitments, actions and objectives will be reviewed periodically to support continual improvement

## 6. Review

This policy will be reviewed annually as a minimum and following any significant legal, regulatory, organisational or strategic change.

A handwritten signature in black ink that reads "Lindridge".

Michaela Lindridge  
Associate Director - Sustainability and Social Value  
9<sup>th</sup> September 2026