

Sustainability Policy

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Owner: Paul McNerney, Chief Executive Officer

Author: Michaela Lindridge, Head of ESG



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

Our sustainability policy underpins our commitment to deliver more sustainable solutions for our people, our customers, and the wider communities and environments in which we work and live. Throughout this document, we set out the principles behind our approach, in line with our sustainability framework (3Ps).

This policy covers Severfield plc and its respective business divisions – all colleagues are required to adhere to it.

People

- Support our colleagues to be engaged, motivated, and competent, whilst embracing diversity and inclusion across the company.
- Enable efficient, healthy, and safe business practices, where everyone is encouraged to proactively take responsibility for their own safety, as well as that of others.
- Engage with construction site projects and the local communities in which we work, through volunteering and community engagement, to deliver a lasting legacy through social value.
- Recognise and celebrate achievements and contributions at all levels, fostering a positive and appreciative workplace culture.

Planet

- Protect the environment by continuing to improve and minimise the environmental impact of our designs, processes, and projects.
- Continue to monitor and evaluate the company's environmental performance in line with our environmental management systems.
- Support sustainable construction principles through circularity, waste reduction, minimised water usage, and increased biodiversity net gain where possible.
- Strive for net zero carbon within our manufacturing facilities, and on the projects that we construct, in line with our carbon reduction emissions targets.
- Provide training to educate our colleagues on the subject of sustainability to ensure competency and awareness across the business.

Partners

- Maintain transparency and accountability by sharing regular updates on our sustainability performance and progress with our partners.
- Build long-term, resilient partnerships that deliver shared value across the supply chain, while promoting sustainability, education, and awareness.
- Invest in sustainable projects and technology, working closely with our suppliers, clients, and partners to pioneer new innovative solutions.
- Lead by example by considering sustainability and whole-life impacts and actively share best practices across our partnerships and wider networks.
- Collaborate and consult on carbon management and reduction, aligning with PAS 2080 principles and driving continuous improvement across all projects and partners.

This policy is fully integrated into our Group systems and processes, supporting the alignment of our behaviours to our purpose, with an emphasis on improving business climate resilience.

We aim to review this policy annually to maintain its effectiveness, and provide adequate resources for its implementation, as well as monitoring and measuring our performance against it, in line with continual improvements.



Paul McNerney
Chief Executive Officer
3rd November 2025