

SUSTAINABILITY POLICY

“ Delivering more sustainable solutions for our people, our customers and the wider community and environment in which we work and live ”

As market leaders 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 community and environment in which we work and live. We set out the principles behind our approach in this document, in line with our sustainability framework (4Ps). This policy covers Severfield plc and its respective business divisions – all employees are required to adhere to it.

PEOPLE



- Support our colleagues to be engaged, motivated, and competent whilst embracing diversity and inclusion across the company.
- Engage positively with projects and the local communities in which we work, to deliver a lasting legacy through social value.
- Enable efficient, healthy, and safe business practices, where every person is encouraged to proactively take responsibility for their own safety, as well as that of others.

PLANET



- Continue to improve and minimise the environmental impact of our designs, processes, and projects.
- Support sustainable construction through circularity, waste reduction, and increased biodiversity net gain.
- Strive for Net Zero carbon within our manufacturing facilities, and on the projects that we construct, in line with our carbon reduction emissions targets.

PROSPERITY



- Deliver sustainable, profitable growth whilst satisfying our ethical, legal, and contractual obligations.
- Invest in projects and technology that underpin sustainable development and prioritise collaboration with our suppliers, clients and partners to pioneer new solutions.
- Show leadership in delivering sustainability programs which consider whole-life impact and take us beyond compliance.

PRINCIPLES OF GOVERNANCE



- Conduct our business responsibly, with honesty and integrity to align with the interests of our stakeholders.
- Fully integrate this policy into our group systems and processes and align our behaviour to our purpose and an emphasis on improving our climate resilience as a business.
- Review this policy annually to maintain its effectiveness, provide adequate resources for its implementation, as well as monitoring and measuring our performance around it in line with continual improvements.