

SUSTAINABILITY POLICY

1. Policy Statement

Sustainability is integral to how Severfield creates value, delivers projects and achieves long-term business success. Through our engineering expertise, innovation and collaboration, we help clients deliver resilient, resource-efficient and lower-carbon outcomes while creating lasting benefits for people, communities and the environment. Our approach is guided by our strategic goal: **Doing good, building communities**.

2. Scope

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

3. Our Commitments

We will:

- Comply with all relevant legal, regulatory and contractual sustainability requirements.
- Provide appropriate resources, competence and awareness necessary to support responsible business decisions and practices
- Promote a culture of accountability, ethical conduct, collaboration and responsible decision-making.
- Integrate sustainability consideration into business planning, investment and operational decisions.
- Establish objectives, monitor impact and continually improve our sustainable performance.

Doing good: Our Environmental Responsibility

We are committed to minimising environmental impacts and supporting a more sustainable and resilient future. We will:

- Reduce environmental impacts across our operations, projects and supply chain.
- Support the transition to net zero through the reduction of greenhouse gas emissions in line with Severfield's targets.
- Consider climate-related risks and opportunities across our operations, projects and supply chain to strengthen resilience.
- Apply sustainable engineering and circular economy principles to improve resource efficiency, reduce waste and extend lifecycle of materials where possible.
- Apply PAS 2080 principles to manage and reduce whole-life carbon emissions, working collaboratively with clients and supply chain partners to deliver lower-carbon emissions outcomes.
- Monitor environmental performance and drive continual improvement.

Building communities: People & Social Value

We are committed to creating positive outcomes for our people, communities and stakeholders through the way we operate. We will:

- Prioritise the health, safety and wellbeing of our colleagues creating a workplace where everyone takes responsibility for their own safety and the safety of others.

- Foster an inclusive, respectful and supportive culture where people's behaviour is aligned with our values and everyone is treated fairly.
- Invest in training, apprenticeships and development opportunities to help our people build their skills and careers.
- Encourage engagement, accountability and teamwork, helping people contribute to the success of our business and our clients.
- Recognise and celebrate the achievements of our colleagues, creating a culture where people feel safe, inspired and admired.
- Support local communities through responsible business practices, social value, local employment and opportunities where we work.
- Work with clients, community partners and local organisations to maximise social value and community impact.

4. Roles and Responsibilities

Sustainability 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 bringing sustainability commitments to life and implementing them within their areas.
- **All Colleagues** are responsible for complying with this policy, and supporting sustainability objectives through everyday actions and decisions.

5. Governance

Compliance with this policy will be monitored through sustainability reporting, audits, performance and management reviews.

Sustainability objectives and performance indicators will be established, monitored and reviewed to support continual improvement and alignment with business strategy. Progress against sustainability commitments will be reported through appropriate internal and external reporting mechanisms.

We will engage with colleagues, clients, suppliers and other stakeholders to understand expectations, identify opportunities for improvement and inform our sustainability approach.

6. Review

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



Paul McNerney
Chief Executive Officer
3rd September 2026