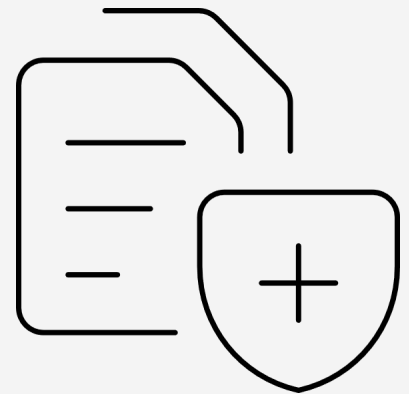


Sustainability and Social Value

Sustainability Policy Statement

Document code PS-SUS-001
Last updated May 2026
Revision 1





Department
Sustainability and Social Value

Document Owner
Group Sustainability Director

Document Type
● Policy Statement

Sustainability Policy Statement

Revision Control

Rev No	Date issued	Prepared by	Approved by	Comments
00				
01	May 2026	Sarah-Jane Davies	Sinéad Hickey	Rebrand

Revision Log

Rev No	Details
00	1st Issue
01	Rebrand, incorporation of Energy Policy Statement into single document, and realigned to updated 2030 Sustainability Roadmap.

Sustainability Policy Statement

Our value of ‘Care’ is pivotal to our Sustainability approach: ‘we take care of ourselves, the people we work with, the environment and the communities in which we work’. Our ambition is to lead in the industries in which we work, by managing operations sustainably across their full life cycle, guided by our 2030 Sustainability Roadmap: Building today, Caring for tomorrow. Achievement of the roadmap involves collaboration with all stakeholders, supported by our policies and procedures in our management systems.

This continuous journey involves measuring, monitoring and assessing our operations, their environmental and social impact, energy use and consumption to achieve continual performance improvement in line with our objectives and targets, whilst meeting all applicable legal and other requirements, including our compliance obligations. These objectives and targets are regularly reviewed to ensure that information and necessary resources are available to drive continuous energy and environmental performance and improvement with the successful delivery of social value outcomes. For this our strategic roadmap is structured around 3 themes:

Low-Carbon, Circularity and the Natural Environment: We are committed to accelerating decarbonisation, embracing circularity and restoring the natural environment, in order to support a resilient, low-carbon future and improved energy performance across our operations.

We will do this by:

- Reducing greenhouse gas emissions and improving energy performance through efficient operations, energy-efficient design and innovation.
- Collaborating with stakeholders and integrating low-carbon and circular principles into project design, construction methods and procurement decisions, with consideration of end-of-life outcomes.
- Preventing all forms of pollution (air, water, land, nuisance, and waste) while protecting ecosystems and biodiversity in the areas where we work.
- Minimising the use of natural resources by reducing waste and water consumption, increasing reuse and recycling materials, and eliminating avoidable waste.

People and Communities: We are committed to fostering safety, wellbeing, diversity and inclusion, while creating social value by working in partnership with our workforce, stakeholders and the communities.

We will do this by:

- Protecting the health, safety and wellbeing of our workforce and others impacted by our operations.
- Improving local environmental conditions, including air quality, through energy avoidance, alternative fuels and emerging technologies.
- Supporting communities through meaningful engagement, volunteering and social value initiatives.
- Promoting inclusive employment practices and the development of skills and capabilities that support sustainable futures.

Responsible and Innovative Business Practices: We are committed to upholding ethical and transparent business practices, building responsible and resilient supply chains, and harnessing technology and innovation to deliver sustainable and energy-efficient solutions.

We will do this by:

- Ensuring a fair, inclusive and exploitation-free workforce and supply chain.
- Fulfilling all applicable legal and other requirements related to environmental protection and energy use.
- Procuring responsibly by considering energy performance, environmental impact and ethical standards in supplier, product and service selection.
- Supporting continual improvement through collaboration, digital innovation and the provision of appropriate information and resources.

This Policy Statement is communicated to everyone working for or on behalf of Sisk and will be displayed in our offices, on our projects and shared through our media channels. It will be reviewed annually to ensure it remains relevant and appropriate to our activities and will be made available to other interested parties on request.

Paul Brown, Chief Executive Officer, May 2026