

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'. It integrates sustainability through the three pillars: Society (people), Environment (planet), and Economy (performance). 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*. Our strategy involves collaboration with all stakeholders, supported by our policies and procedures in our management system.



This journey will involve measuring, monitoring and assessing our operations to achieve continual improvement and to enhance performance in line with our objectives and targets, whilst meeting our compliance obligations. These objectives and targets are regularly reviewed with the necessary information and resources available to drive sustainable improvement and successful delivery of social value outcomes.

For this our strategy and ambition are structured around 5 themes:

Tackling climate change and air pollution



- Carbon Reduction: Targeting significant carbon contributors and promoting carbon efficiency.
- Energy Efficiency: Promoting energy efficiency and integrate energy-efficiency into design.
- Sustainable Design Solutions: Procuring energy efficiency and low carbon products.

Caring for the environment



- Environmental Stewardship: Preventing pollution, enhancing biodiversity, and leaving a positive legacy.
- Sustainable Resource Use: Minimising waste, and water use, maximising recycling, and eliminating avoidable waste.

Enhancing communities



- Protecting Wellbeing: Prioritising health, safety and wellbeing of our workforce, and our communities.
- Creating Community Legacy: Supporting volunteering, charity and heritage preservation.
- Building Sustainable Futures: Promoting inclusive employment and future skills development.

Leading on responsible business practices



- Empowering People: Ensuring a fair, inclusive, and exploitation-free workforce and supply chain.
- Responsible Procurement: Sourcing ethically via certified, local, and diverse suppliers.
- Collaborative Impact: Advancing the industry through shared values and stakeholder engagement.

Embracing innovation and digital technology



- Integrated Sustainable Solutions: Supporting, developing and promoting sustainable design solutions.
- Digital Innovation: Adopting efficient business practices through innovative digital platforms.

This Policy Statement is communicated to everyone working for or on behalf of Sisk and will be prominently 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 2025