



Sustainability Policy

1. Introduction

- 1.1 This policy applies to Briggs & Forrester (UK) Limited on its own behalf and on the behalf of all its subsidiary companies within the Briggs & Forrester Group Ltd ('the Group'): Briggs & Forrester Engineering Services Ltd, Briggs & Forrester Living Ltd, Briggs & Forrester Special Projects Ltd, Briggs & Forrester Building Services Maintenance Ltd and Briggs & Forrester (Holdings) Ltd.
- 1.2 The Group specialises in the design, installation, project management, testing and commissioning of building engineering services and maintenance services.
- 1.3 The Group operates UK wide on varying sizes of projects including public and private sectors, schools, hospitals, government agencies, local authorities, industrial, commercial, and residential properties.
- 1.4 The Group acknowledges it has potential impacts on people and the environment through its operations and supply chains and commits to operate in a responsible manner, balancing financial, social, and environmental sustainability.

2. Commitments

- 2.1 The Group is committed to:
 - The protection of the environment and the prevention of direct or indirect pollution
 - Fulfilment of its contractual, legal, and regulatory compliance obligations
 - Fulfilment of any organisational or voluntary requirements set by the organisation
 - Continual improvement and increasing of benefits to society, the environment, and the economy through its activities
 - Encouraging the cooperation and involvement of its employees, at all levels, for the effective implementation of this policy.

3. Plans to achieve commitments

- 3.1 The Group will:
 - Create, maintain, and update its Sustainability Strategy.
 - Monitor and measure its performance against its Sustainability Strategy.
 - Provide relevant sustainability awareness training for its employees.
 - Encourage its people to identify opportunities to improve the Group's sustainability impact / performance.
 - Ensure its Chief Executive, Directors and Senior Management Teams act as role models in the decision-making processes.
 - Ensure that the Chief Executive and its Director's provide appropriate organisational structure and resources are put in place to effectively implement this policy and to identify, monitor and manage sustainability issues and performance.
 - Operate a responsible supply chain in line with the principles set out in ISO 20400, working with suppliers to raise environmental performance standards and ethical practices.



- Aim to use fewer resources and less energy through continuous improvement and the use of innovative solutions.
- Source goods, works and services that align with the Group's environmental, health and safety and other policies and support the delivery of the sustainability strategy.
- Procure all timber and timber products from legal and sustainable sources.
- Procure other construction materials with a preference for recognised responsible sourcing schemes and/or Environmental Product Declarations (EPDs)
- Specify and procure goods that strike a responsible balance between social, economic, and environmental factors and generate benefits to society and the economy.
- Use resource-efficient products and give due consideration to end-of-life uses.
- Promote, specify, and source materials which can be reused and consider future deconstruction and recovery of resources to embrace the circular economy.
- Where reasonably practicable, procure locally, providing opportunities for SMEs, collaborate with the voluntary sector and increase the use of social enterprises.
- Ensure that fair contract prices and terms are applied and respected and that ethical, human rights and labour standards are met, in line with our Modern Slavery & Human Trafficking Policy.
- Promote materials and products that improve indoor environmental quality.
- Provide sustainability support to our supply chain partners.
- Implement and maintain our Carbon Reduction Plan.
- Implement and maintain our ISO 14001 certified Environmental Management System.

4. Other B&F Group policies and documents

- Sustainability Strategy
- Environmental Policy
- Modern Slavery & Human Trafficking Policy

5. Communication of this policy

- 5.1 A copy of this policy is accessible to all interested parties via the Group website.
- 5.2 All new direct employees are required to read and understand the requirements of this policy.
- 5.3 All new direct employees are required to complete related sustainable development training modules via the learning management system.
- 5.4 Toolbox Talks are carried out on sites covering sustainable development topics, and the standards to be upheld.

6. Review and updating of this policy

- 6.1 This policy is reviewed and updated annually and amended as necessary to reflect any changes to the Group, its management systems, or relevant legislation.
- 6.2 The Group's Senior Management Team continually monitor this policy's procedures to ensure compliance and continual improvement. All reports, reviews and results of monitoring processes will be recorded, and records retained.



A handwritten signature in black ink, appearing to read 'Paul Burton'.

Paul Burton
Group Chairman and Chief Executive