Environmental 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, and Briggs & Forrester (Holdings) Ltd.

1.2 The Group delivers building engineering services throughout the UK, including design, installation, project management, testing and commissioning. Our projects span the public and private sectors, including education, healthcare, government, commercial, industrial and residential developments.

1.3 The Group is committed to responsible business practices and continual improvement through its HSEQS Management Framework, which provides the structure for achieving our objectives. This policy outlines our approach to environmental management, compliance, and continuous improvement, and serves as a framework for setting and reviewing environmental objectives throughout our business.

1.4 The Group recognises that environmental conditions, including climate change, biodiversity loss, pollution and resource availability, can affect its activities and that its activities can in turn affect the environment.

1.5 The Group's main environmental impacts arise from its operational sites and offices, including activities related to travel, waste generation, and water and energy consumption.

2. Commitments

2.1 The Group is dedicated to upholding high environmental standards across all its operations, and is committed to:

- Supporting the UN Sustainable Development Goals and aligning our HSEQS Responsible Business Strategy with relevant industry standards and stakeholder expectations.
- Protecting the environment, including preventing pollution, supporting biodiversity, improving resource efficiency and contributing to climate resilience.
- Achieving continual improvement in environmental performance across our operations, projects and supply chain.
- Meeting applicable compliance obligations, including legal, regulatory, contractual and other environmental requirements.
- Considering environmental impacts throughout the lifecycle of our activities, products and services.
- Supporting the transition to a low-carbon and resource-efficient economy through sustainable construction and engineering solutions.
- Encouraging employee participation and environmental accountability at all levels of the business.

2.2 Environmental sustainability is embedded within our HSEQS Responsible Business Strategy through our Climate & Environmental Performance commitment, which aims to achieve Net Zero and reduce environmental impacts across our operations, projects and supply chain.

2.3 The detailed objectives, targets and action plans supporting these commitments are defined within our HSEQS Responsible Business Strategy, Carbon Reduction Plan, Environmental Management System and associated policies, procedures and plans.

2.4 Our environmental objectives are embedded in our HSEQS Responsible Business Strategy and delivered through our strategic commitments:

Climate & Environmental Performance: Achieve Net Zero and reduce environmental impacts across our operations and projects

Responsible Delivery: Deliver projects without harm to people or the environment.

2.5 The detailed objectives, targets and delivery plans supporting these commitments are defined within our HSEQS Responsible Business Strategy, Objectives, associated management systems, policies and plans.

3. Delivering Our Commitments

3.1 To achievement these commitments, the Group will:

- Provide leadership, governance and resources to support environmental performance and continual improvement.
- Maintain and continually improve an Environmental Management System aligned with ISO 14001 and relevant legislation.
- Identify and manage environmental aspects, impacts, risks and opportunities.
- Consider relevant environmental conditions, including climate change, biodiversity, resource availability and pollution, when planning and delivering our activities.
- Establish and review environmental objectives, targets and action plans.
- Establish, maintain, and update our Carbon Reduction Plans, including monitoring energy consumption, emissions, and identifying opportunities for reduction.
- Integrate environmental considerations into business planning, project delivery, procurement and design activities.
- Apply a lifecycle perspective when assessing environmental impacts and selecting solutions, products and services.
- Promote sustainable resource use, pollution prevention and responsible waste management. Such as energy-efficient site setups, including battery-powered equipment, solar panels, and energy-conscious site cabins.
- Engage employees, suppliers, clients and other stakeholders in improving environmental performance.
- Monitor, measure and report progress against environmental objectives and targets.

3.2 The Group Board will provide oversight and resources to support the implementation of this policy and the Environmental Management System.

3.3 The Head of Sustainability, in conjunction with the Group HSEQ Team, will oversee the implementation of the Group's environmental objectives, targets and improvement programmes.

3.4 Managers are responsible for implementing environmental controls within their areas of responsibility and ensuring compliance with environmental requirements.

3.5 All employees are responsible for complying with this policy and contributing to the achievement of environmental objectives.

3.6 The Group will provide appropriate environmental training, communication and awareness initiatives to support the effective implementation of this policy.

3.7 Employees will be made aware of relevant environmental risks, impacts, opportunities, responsibilities and the contribution they make to achieving environmental objectives.

3.8 The Group will promote environmental awareness and competence throughout its supply chain and wider stakeholder network where appropriate.

4. Monitoring, Measuring and Reporting

4.1 The Group will monitor, measure and evaluate environmental performance using appropriate indicators, audits, inspections and management reviews.

4.2 Environmental objectives and targets will be reviewed periodically to assess progress and identify opportunities for continual improvement.

4.3 The effectiveness of the Environmental Management System will be reviewed to ensure it remains suitable, adequate and effective.

4.4 Environmental performance and progress against objectives will be communicated internally and externally through appropriate reporting mechanisms, including the annual Sustainability Report.

5. Other Relevant B&F Group Policies and Documents

- HSEQS Responsible Business Strategy
- Sustainability Policy
- Waste Management Policy
- Carbon Reduction Plan
- LR01 Group Legal and Other Requirements Register

6. Communication of this policy

6.1 This policy is accessible to all interested parties via the B&F website.

6.2 All direct employees are required to read and understand the requirements of this policy.

6.3 This Policy, the Group's Environmental Management System Procedures and documents are freely accessible internally via the B&F Hub and are available externally upon request.

6.4 All employees are required to complete relevant environmental training through either site induction or via our in-house learning management system.

6.5 Toolbox Talks will be delivered regularly on sites covering various environmental topics.

7. Review

7.1 This policy is reviewed and updated annually and amended as necessary to reflect any changes to the Group, our HSEQS Responsible Business Strategy or related policies and plans, its management systems, best practices, stakeholder feedback or relevant legislation.

7.2 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.

Paul Burton
Group Chairman and Chief Executive