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, 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 supports our commitments that drive our environmental, social and economic performance.

2. Commitments

2.1 The Group is committed to:

- Supporting the UN Sustainable Development Goals and aligning our HSEQS Responsible Business strategy with relevant industry standards, client and stakeholder expectations.
- Driving continual improvement to maximise positive environmental, social and economic outcomes.
- Encouraging active participation from employees at all levels an achieving our sustainability objectives.
- Complying with all applicable legal, regulatory, contractual and other sustainability obligations.
- Meeting relevant organisational and voluntary sustainability commitments.

2.2 Sustainability is embedded within 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.

Social Value & Community Impact: Create lasting positive impact by supporting communities, developing future talent and delivering measurable social value.

Sustainable, Compliant & Ethical Supply Chain: Build a resilient, compliant and sustainable supply chain that delivers quality outcomes and upholds ethical standards.

People, Culture and Wellbeing: Build and inclusive, engaged and high-performing workforce.

2.3 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 achieve these commitments, the Group will:

- Ensure the Group Board provides appropriate leadership, governance and resources to support the implementation of this policy and our sustainability objectives.

- Maintain clear accountability for sustainability performance, including oversight of the HSEQS Responsible Business Strategy by the Head of Sustainability, supported by Responsible Business Champions and Governance Teams across the Group.
- Establish, implement and regularly review our HSEQS Responsible Business Strategy, objectives, targets and associated action plans.
- Integrate sustainability considerations into business planning, decision-making and procurement activities.
- Provide employees with the training, awareness and support necessary to contribute to our sustainability objectives.
- Encourage all employees to support and comply with this policy and contribute to continual improvement in sustainability performance.
- Collaborate with clients, suppliers, industry partners and communities to drive positive outcomes.
- Monitor, measure and report sustainability performance against defined objectives and targets.
- Publish annual sustainability performance information and engage stakeholders to promote transparency and continual improvement.

4. Other B&F Group Policies and Documents

- HSEQS Responsible Business Strategy
- Carbon Reduction Plan
- Environmental Policy
- Social Value Policy
- Social Value Action Plans
- Employee Volunteering Policy
- Wellbeing Policy
- Equality, Diversity and Inclusion Policy
- Modern Slavery & Human Trafficking Policy

5. Communication of this Policy

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

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

5.3 This policy is available internally to all employees via the B&F Hub (intranet).

5.4 All employees are required to complete relevant sustainability training through either site inductions, toolbox talks or via our in-house learning management system.

5.5 Toolbox Talks are carried out on sites covering sustainability topics.

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, our HSEQS Responsible Business Strategy or related policies and plans, its management systems, best practices, stakeholder feedback 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.

Paul Burton
Group Chairman and Chief Executive