

**OUR ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG)
COMMITMENTS, PRINCIPLES, OBJECTIVES & GOALS**

1. OUR ESG COMMITMENTS

We are the UK’s leading Utility Networks Connections Provider, and our ongoing objective is to lead and to set a positive example in respect of our Environmental, Social and Governance impacts and actions.

Being a positive, principled, and proactive Company, we will do all we can to limit our impact and to contribute positively to respect of the environment, to society at large, in the communities where our offices are based and where we undertake work.

We support and commit to helping to achieve the objectives of the UN Global Compact and the UN Goals for Sustainable Development, as applicable to our business:



We will continually set challenging targets to innovate and improve performance in terms of sustainability and will effectively measure and report on our performance and the achievement of those annual objectives set by BUUK.

Our ESG policy and objectives are core to our business and a key element of achieving these objectives is the involvement of our supply chain partners, both Contractors and Suppliers. This includes the initial selection process and the ongoing relationships we have with our Contractors and Suppliers and our management of them.

2. OUR ESG PRINCIPLES

Legality

We will, as a minimum, ensure compliance with all UK legislation in relation to Environmental, Social and Governance matters.

Contribution to the Conservation of the Global Environment

We will continue to contribute to the conservation of the global environment by reducing the environmental burden caused by our business activities and by providing products and services of unique and superior value to our customers.

Contribution to Local Communities

We will build and maintain good relationships with the local communities where we operate and support their efforts to achieve a safe, secure, and environmentally friendly environment. We will encourage our employee's participation in social action programmes and support local charities.

Fair Operating

We will treat all current and potential employees, business partners and other Stakeholders honestly, fairly and without prejudice.

Employee Relations

Our staff are our most important asset, embedding our standards, culture and our business ethos - they are the future of our business. We are committed to maintaining a high level of employee engagement and to providing multiple channels and forums for employees voices to be heard. Formal feedback opportunities are also provided including an annual employee engagement survey.

ESG Priority Decisions

We will review our ESG priorities on an annual basis to reflect the ongoing importance of the various elements to the wider society not only within the Company but also with our Stakeholders.

Continuous Improvement and Learning

We will continuously seek to identify and implement appropriate best practice and to improve performance across the ESG spectrum.

We will work closely with our business partners on ESG matters and help them to develop their processes and to improve their performance in this area

3. OUR ESG OBJECTIVES & GOALS

Minimising Our Environmental Impact

Reducing greenhouse gas emissions to prevent climate change is one of the biggest challenges facing our society. We will work to minimise our environmental impact and carbon footprint by continually measuring, monitoring, and seeking performance improvements,

finding smarter ways of working, by being innovative and maximising the benefits of new technologies.

We will maintain registration against the requirements of BS/EN/ISO 14001 and will continuously improve our Environmental Management System and audited performance.

Our Environmental Goal

Our goal is for our business operations to be Carbon Neutral or Carbon Net Zero in respect of Greenhouse Gas emissions scopes 1 and 2 and those elements of scope 3 under our direct control by 2040.

Engaging Our Stakeholders

Our staff are the biggest asset of our business and their well-being and satisfaction is vital to the long-term success of our company and their commitment towards delivering our sustainability aims is essential.

The other internal and external stakeholders in our business, are also key to the success of our business and the achievement of our ESG objectives.

We will positively and proactively engage these groups by means of an open and ongoing dialogue to understand and act upon their concerns and priorities.

Supporting Our Communities

Our offices are located, and our assets are constructed and maintained throughout the UK and play an integral role in the lives of our customers. We aim to enrich lives and strengthen communities through meeting the needs of all our customers and supporting and championing local causes.

Leading on Governance & Disclosure

High standards of corporate governance and disclosure are essential to the effective operation of our company and to instil confidence amongst our stakeholders. We will operate our business within the legal and regulatory framework, as minimum requirement. The governance of our business will be measured and monitored both internally and by external independent assessors to ensure that we are operating within the parameters required.

Our ESG System, Processes & Performance

We will ensure that our systems and process reflect proven best practice, as applicable to our business, and will benchmark our sustainability performance globally and annually against other companies both within and outside our business sector.

Contact for Sustainability (ESG) Matters

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