

# Sustainability Policy

Rev 2

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## **1. POLICY AND SCOPE**

**1.1 This policy applies to all companies within Aarsleff Ground Engineering Ltd UK and Avoncross Ltd, including companies trading as Centrum Pile and Cannon Piling (referred to in this statement as ‘The Company’).**

1.2 This policy is non-contractual, and the Company reserves the right to amend or withdraw the policy at any time at the Company’s discretion.

1.3 Effective management and continual improvement of safety, health, environment, quality, energy, carbon reduction, and responsible sourcing is of key importance to the sustained success of our business. Our sustainability policy is regularly reviewed and communicated to employees, contractors, visitors, key stakeholders and our supply chain to inform and promote wider adoption of responsible practices.

1.4 As a minimum, we comply with all applicable legal and regulatory requirements. Cooperation in the effective implementation of the policy is a condition of employment, partnership and supply.

## **2. ENVIRONMENTAL ACTION**

2.1 Aarsleff Ground Engineering, Centrum Pile, and Cannon Piling care about the environment in all its forms and recognise that concern for the environment is an integral and fundamental part of our business. We are aware that our activities and operations affect the environment and the world we live in. Our objective is to balance our business aims with our commitment towards protection of the environment.

2.2 We commit to:

2.2.1 Conduct our operations and maintain all our facilities in line with our commitment to fulfil our compliance obligations and prevention of pollution consequent to our actions.

2.2.2 Demonstrate continual improvement of our environmental management system to enhance our environmental performance and meet the requirements of ISO14001:2015.

2.2.3 Having stringent targets to reduce emissions to air from all our operations.

2.2.4 Transitioning our operational fleets from traditional combustion engines to alternative forms of energy and, through collaboration with suppliers, improving the efficiency of our fleets through the adoption of new technology.

2.2.5 Seeking to apply the principles of environmental stewardship throughout our operations; managing and restoring our sites to ensure land remains of value; implementing biodiversity net gain; and safeguarding geodiversity where appropriate.

2.2.6 Using water efficiently, recycling where possible and protecting water quality.

2.2.7 Work with our suppliers to minimise the impact of their operations on the environment, through implementation of our purchasing policy and procedures.

2.2.8 Maintain an open information policy towards all parties affected, interested and involved in our activities and to issues which concern the environment.

2.2.9 Respond to the needs of its employees, the concerns of local communities and other interested parties.

2.2.10 Maintain a trained and competent workforce, provided with appropriate resources to continually ensure the environmental policy is implemented in full.

2.3 The effectiveness of this policy depends on the full operation of all employees. All employees are encouraged to apply a risk-based approach to the environment and suggest changes in work practices or materials used which will promote consideration of a life cycle perspective.

2.4 Procurement is covered under our sustainable procurement policy.

### **3. BUSINESS AND PRODUCT INNOVATION**

3.1 We will ensure continuous business and product innovation by:

3.1.1 Engaging with our stakeholders to encourage innovative development of our products, services and manufacturing systems to continually improve our sustainability performance.

3.1.2 Informing our customers about the functional, environmental and safety performance of our products.

3.1.3 Adopting a systematic and integrated approach. We are committed to achieving the highest standards in complying with ISO 9001, ISO 14001, ISO 45001 and the relevant UKCA certification marking schemes.

### **4 RESOURCE USE AND THE CIRCULAR ECONOMY**

4.1 We will conserve natural resources by:

4.1.1 Using resources appropriately and sustainably and, where possible, substituting primary resources with alternative materials.

4.1.2 Adopting the waste hierarchy of waste prevention, reuse of materials, recycling, co-processing and energy recovery to minimise waste disposal and maximise productivity.

4.1.3 Developing products that improve the quality and sustainability of the built environment and seeking to eliminate all non-conforming products.

## **5 SOCIETAL ENGAGEMENT**

5.1 We are committed to making a positive contribution to the communities close to our operations and ensuring transparent communication to all our stakeholders by:

5.1.1 Identifying and consulting with local community stakeholders close to our operations.

5.1.2 Having a programme of employee volunteering days to work on community projects.

5.1.3 Providing employment, economic activity using local sourcing and local businesses where practical, and building our own business on the basis of responsible practices.

5.1.4 Engaging with local youth through community events and encouraging alternative routes into the workforce.

5.1.5 Maintaining our partnership with the 5% Club, aiming to increase the percentage of our workforce on apprenticeships and other accredited training schemes year on year.

## **6 FAIRNESS, AWARENESS, INCLUSION AND RESPECT (FAIR)**

6.1 We will be a fair, aware, inclusive and respectful company, encouraging a culture that values openness and transparency and recognises individual achievement by:

6.1.1 Striving for the fair treatment of all our employees and everyone in our supply chain.

6.1.2 Valuing our workforce and, by recruiting, selecting and developing our employees, contractors and suppliers, to ensure they are appropriately skilled and competent to carry out their roles.

6.1.3 Committing to the consultation and participation of workers and workers' representatives through formal mechanisms.

6.1.4 Allowing employees the opportunity to shape our sustainability action by engaging in working groups throughout the company on a range of topics, allowing employee voices to be heard.

## **7 COMMUNICATION**

7.1 Progress on sustainability will be reviewed regularly through quarterly board meetings.

7.2 An annual report will be created and published on the Aarsleff, Centrum and Cannon websites to ensure transparency to all our stakeholders. This will also be directly communicated to staff.