

Sustainability Report 2024-25

Aarsleff Ground Engineering Ltd



Aarsleff Ground Engineering Ltd

Sustainability Report 2024-2025

Page of Contents

- [3. A message from our Board](#)
- [4. Our Strategy & Governance](#)
- [6. AarWorld – Reducing our Impact](#)
- [10. Climate Impact – Risks & Opportunities](#)
- [14. AarPeople – At Our Core](#)
- [16. AarImpact – The World Around Us](#)
- [17. Metrics & Targets](#)



AARSLEFF



CENTRUM



CANNON
PILING

Board Statement

On behalf of the Board, we are pleased to introduce this year's Sustainability Report, which reflects both the progress we have made and the responsibility we continue to hold as a business shaping the landscape of tomorrow. Sustainability is not an isolated workstream for us—it is embedded into how we operate, how we create value, and how we ensure our legacy is a positive one.

Over the past year, we have strengthened our position by taking a more holistic, systems-based approach to environmental, social, and governance performance. This shift is driven by clear market signals: clients' expectations are maturing, data verification standards are rising, and the industry is moving beyond "quick wins" towards deeper integration of sustainability across all project phases. We are responding to these changes proactively, progressing from foundational efforts to more embedded, strategic, and data-led approaches that support long-term resilience.

This report outlines our commitment to robust, verifiable data. Our emissions reporting covers all three scopes and aligns with ISO 14064 and the Greenhouse Gas Protocol. We are proud that our EPD for precast concrete piles and our verified status under the Achilles Carbon Reduce programme, our Ecovadis Bronze medal, and our Pledger status with the Carbon Reduction Code for the Built Environment demonstrate tangible, independently assessed progress in improving transparency and reducing emissions across our operations and value chain.

This year has also seen meaningful advancement across our roadmap areas—procurement, emissions, energy efficiency, fleet, circular resource economy, and biodiversity. We have completed key actions such as integrating CO₂e into all estimates, progressing low-carbon material trials, deepening supplier engagement, and enhancing biodiversity planning in partnership with Nottinghamshire Wildlife Trust. Our work across people and culture continues to evolve, with further investment in apprenticeships, diversity and inclusion initiatives, and employee engagement.

As we look ahead, we recognise the increasing need for clear, ambitious, and achievable long-term targets. The Aarsleff Group's 2030 governance themes guide our direction, and the case for setting a firm net zero target has never been stronger. Our 2025/26 goals reflect this momentum: larger, more integrated projects designed to modernise our systems, strengthen data accuracy, embed carbon into everyday processes, and accelerate progress towards our 2030 outcomes.

We are proud of what has been achieved, yet acutely aware of the work still to do. With the collective commitment of our people, our leadership teams, and our partners, we are confident that we can continue to deliver sustainable value and remain ahead of industry expectations.

- The Aarsleff UK Board of Directors
 - Kevin Hague - Managing Director
 - Peter Handley - Senior Director
 - Richard Hoe - Financial Director
 - Alistair Macdonald - Managing Director, Cannon Piling

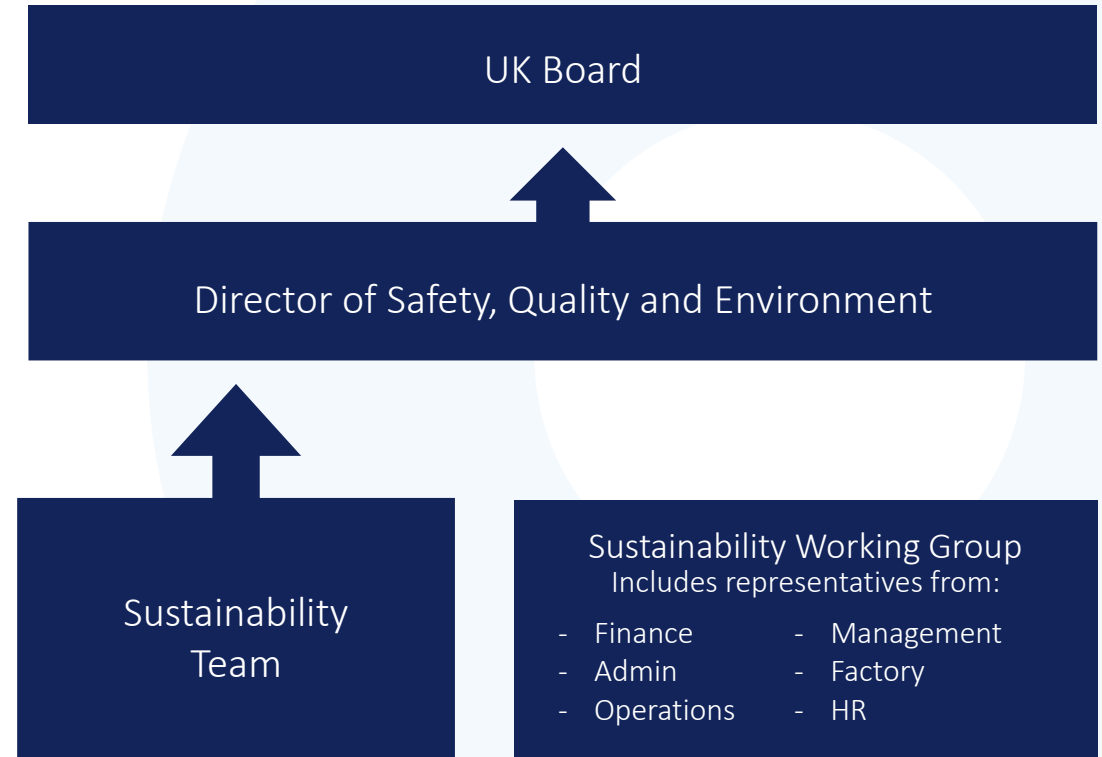
Strategy

Governance

Our approach to sustainability governance encompasses multiple dimensions. Ultimate accountability lies with our senior leadership, collectively known as the 'Board'. They establish and refine our annual targets based on current and pertinent insights, while also evaluating and addressing risks and opportunities across the business, including in sustainability.

Our Managing Director, Kevin Hague, plays a key role in the wider industry's sustainability initiatives. He serves as an officer for the European Federation of Foundation Contractors, in addition to being a board member for the European branch of the Deep Foundations Institute—all of which have active sustainability working groups in which we are involved. In the UK, the Federation of Piling Specialists leads the industry on sustainability initiatives through its working group, chaired by Aarsleff's Sustainability Manager.

We recognise that sustainability must be ingrained throughout the organization. To foster this, we encourage thought leadership at every level. While a dedicated sustainability team oversees and supports the execution of our strategy, all employees are empowered to expand their understanding of sustainability-related risks and opportunities. To facilitate engagement, we run a central Sustainability Working Group open to all employees for idea sharing and best practices. Additionally, a sub-group focused on People processes and Community Engagement runs quarterly, providing employees a stronger platform to influence our actions.



Strategy

Key Themes

To help us map action and goals within the wide umbrella of topics covered by sustainability, we work with a strategy that splits goals between three areas: AarWorld for environmental impacts, AarPeople for social based impacts, and AarImpact for community goals. These have then been mapped against Per Aarsleff A/S's, our Danish parent, key sustainability themes as well as the United Nations' Sustainable Development Goals as below.

AarWorld

Emissions  E	Circular resource economy  E	Biodiversity  E
--	--	---

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	13 CLIMATE ACTION 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	17 PARTNERSHIPS FOR THE GOALS 
11 SUSTAINABLE CITIES AND COMMUNITIES 	14 LIFE BELOW WATER 	15 LIFE ON LAND 	

AarPeople

Own workforce  S	Workers in the value chain  S
--	---

3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 
8 DECENT WORK AND ECONOMIC GROWTH 	10 REDUCED INEQUALITIES 	17 PARTNERSHIPS FOR THE GOALS 

AarImpact

Business conduct  G

8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 		

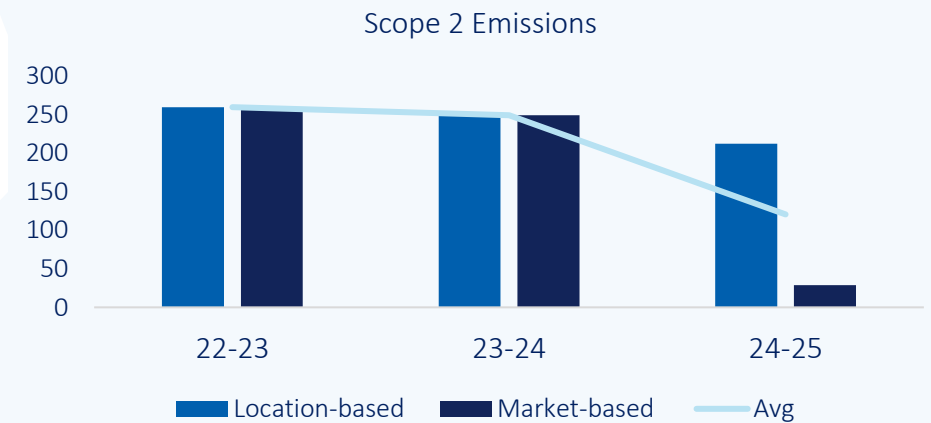
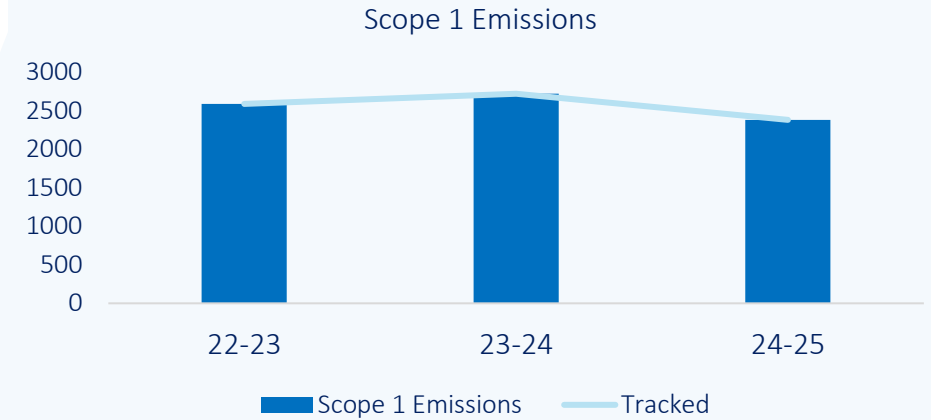
AarWorld

Our 2024-25 Emissions Footprint

Our emissions for our financial year 1st October 2024 to 30th September 2025 have been third-party verified as part of Achilles' Carbon Reduce scheme, aligned to the GHG Protocol, and are presented below.

Scope 1 (tCO ₂ e)	Aarsleff	Centrum	Cannon
Diesel	1,400.42	26.42	856.06
HVO	0.17	0.25	
Petrol	36.30		8.44
Propane	49.43	0.69	1.50
Total	1,486.32	27.36	866

Scope 2 (tCO ₂ e)	Aarsleff	Centrum	Cannon
Location-based	41.24	163.05	8.00
Market-based	20.75	0	8.00



AarWorld

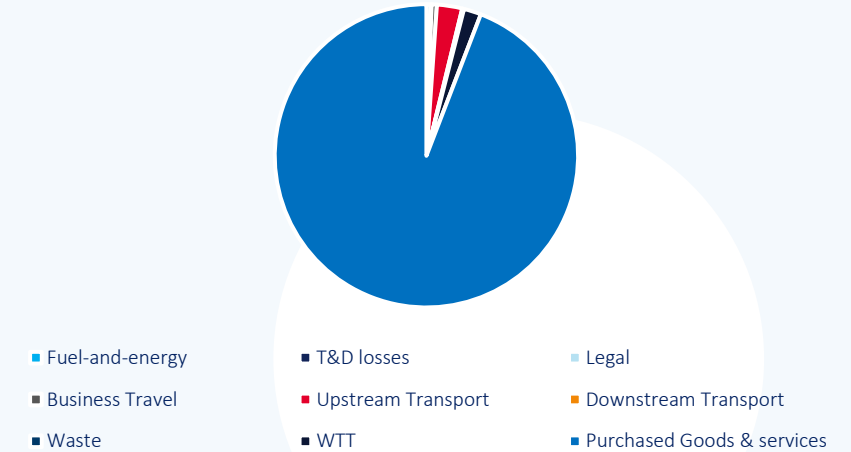
Our 2024-25 Emissions Footprint

Scope 3 (tCO2e)	Aarsleff	Centrum	Cannon
Purchased Goods & Services	8,615.91	12,387.88	10,711.68
Business Travel	183.05	1.72	4.19
Upstream Transport & Distribution	724.70	158.21	24.32
Downstream Transport & Distribution	56.79	0	5.97
Waste	0.32	0.40	0.35
Fuel & energy related activities	141.90	0.03	8.51
Legal Services	3.29	8.21	1.47
WTT	363.55	50.92	209.15
T&D Losses	4.13	16.32	0.80
Total	10,257.99	12,627.55	10,970.69

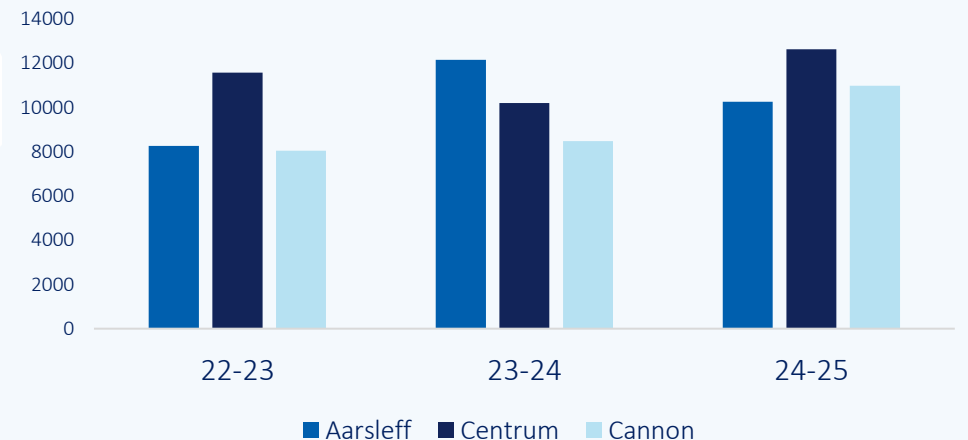
Internal shifts and restructuring also took place this year with the closure of our Ground Engineering department and their work being transferred primarily into Cannon Piling's remit. The distribution of our Scope 3 data reflects this, with a more equal split between Aarsleff and Cannon.



24-25 Scope 3 Footprint



Scope 3 Emissions

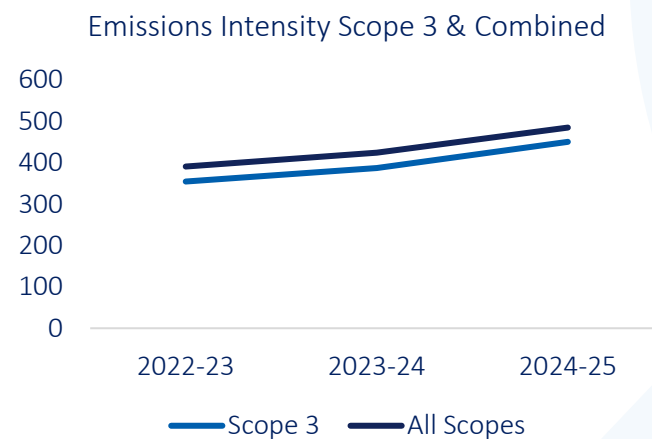
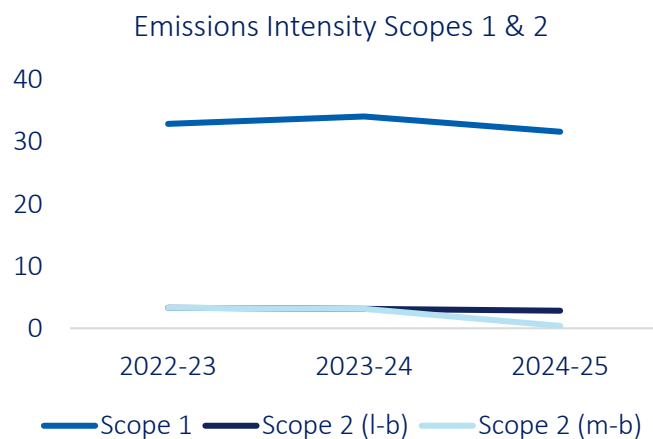


AarWorld

Emissions Intensity Data (tCO2e/£m turnover)

Emissions Intensity	Scope 1	Scope 2 (l-b)*	Scope 2 (m-b)*	Scope 3	All Scopes
2022-23	32.92	3.30	3.30	354.37	390.59
2023-24	34.10	3.12	3.12	386.61	423.84
2024-25	31.64	2.82	0.38	450.22	484.68

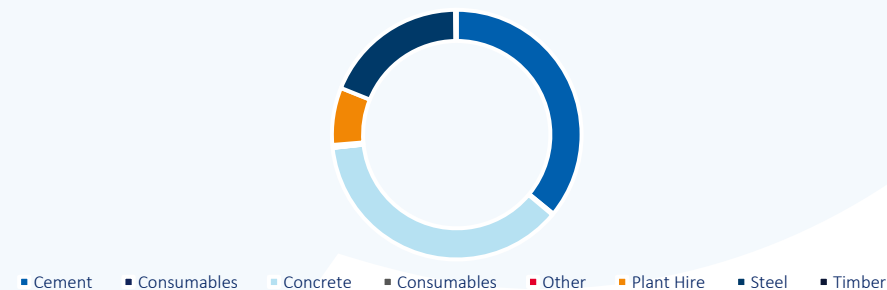
*l-b = location-based (not accounting for green energy tariffs), m-b = market-based (accounting for green energy tariffs)



We've seen the positive impact of a number of projects implemented in our direct emissions over the past three years, with a decrease in both actual emissions for Scope 1 & 2, as well as emissions intensity. This is the result of switching all our Centrum plant to sustainably sourced hydrogenated vegetable oil where financially feasible and increasing the profile of HVO as an option for our clients on our projects. This also reflects the ongoing electrification of our fleet, of which 89% of our car fleet is now made up of electric or hybrid cars. For Scope 2, the installation of solar panels at our factory site has reduced our reliance on grid electricity, supporting the move to renewables. We have also implemented a renewable energy tariff at our main owned site, gaining significant reductions in Scope 2 when reporting with a market-based approach.

Our Scope 3 emissions have continued to grow, demonstrating a shift in the core make up of our projects. As our retaining walls department has continued to grow and expand, their work taking up a higher percentage of our turnover, the impact of carbon intensive products such as steel sheet piles can be seen in our footprint (Purchased Goods & Services) makeup as below). We are continuing to work with our supply chain to explore decarbonisation options within this subsector of our work, as well as focused in on design to value-engineer our projects as much as possible to reduce material output.

Purchased Goods & Services Emissions by Product Type



AarWorld

Embedding Sustainability



In June, we made the decision to switch all our factory plant for Centrum to run off sustainability sourced hydrogenated vegetable oil when financially feasible, which has an emissions factor 99% smaller than diesel. This supports our Scope 1 reduction goal and reduces our reliance on fossil fuels. Work will continue to electrify this fleet within the next lifecycle of our machines.



We've continued research and development into lower-carbon options for our high emitting purchased goods and services, including concrete and steel. These make up 79.64% of our footprint and therefore, by engaging with early R&D for innovative alternatives, we can better predict how to decarbonise these key areas.



With our Scope 3 emissions making up 92% of our footprint, engagement with our supply chain is a key factor in moving towards reduction and net zero. We continued our 'Green Supply Chain' engagement programme, highlighting our sustainability strategy to key suppliers as well as discussing key topics with them to better understand their trajectories.



Outside of carbon, we're working on integrating nature-positive solutions into our standard practices. This involves work within our supply chain as well as internally to raise awareness of how small changes to design can positively affect our impact on nature and the flora and fauna we interact with on our projects.

AarWorld

Climate Impact – Risks & Opportunities

Drawing on the most recent scientific evidence from the IPCC AR6 Synthesis Report and related climate-indicator updates, it is clear that climate change poses material risks across physical, transition, operational, and financial domains. Rising temperatures, accelerating sea-level rise, and intensifying extreme weather create direct threats to assets and infrastructure. Evolving policy landscapes, stakeholder expectations, and market transitions influence strategic and operational decision-making. At the same time, the global transition to a low-carbon economy offers significant opportunities in renewable energy, innovation, and climate-resilient products and services. Integrating these insights into organisational planning is essential for enhancing resilience, reducing emissions, and maintaining competitiveness in a rapidly changing global climate.

Scenario modelling was conducted across three distinct warming pathways (1.5°C, 1.7°C, 2.4°C) aligned with the latest IPCC AR6 Synthesis Report and climate-indicator updates. Each scenario assessed the evolution of physical hazards (heat, rainfall, storm intensity, and sea-level rise), as well as transition pressures (policy, litigation, carbon pricing, stakeholder expectations). The analysis indicates that higher-warming scenarios significantly amplify physical climate risks, accelerate land and asset degradation, and increase insurance and operational disruption. Lower-warming scenarios shift the emphasis toward transition risk but offer the greatest strategic opportunities in renewable energy, resilient infrastructure, and climate-aligned product development.



Transition Opportunities & Risks

	Drivers / Description	1.5 by 2100	1.7 by 2100	2.4 by 2100	Time Scale
Carbon Pricing & Regulation	Stricter policies and pricing driven by global action to avoid reliance on carbon-intensive products	High	Moderate	Low - Moderate	
Market Shift to Renewables	Mitigation of volatility associated with current energy markets, decline in fossil-fuel assets, and shift to renewables, including transitional need for infrastructure	Very High	High	Moderate	
Stakeholder & Investor Expectations	Greater disclosures, due diligence, increased ESG scrutiny motivated by sustainability parameters becoming part of the financial makeup of construction approval	High	Moderate - High	Moderate	
Low-carbon Infrastructure	Resilient construction, drainage, and energy systems	High	High	Moderate	

Where temperature rise fails to be limited to below 2 degrees, policy tightening is limited but long-term system vulnerability is increased. Cost increases will become severe over time, driven by physical-risk impacts, and material pressures remain with potential little understanding as to mitigation. Reporting requirements will grow slowly, resulting in misaligned or reactive compliance expectations from stakeholders. In moderate overshoot scenarios, these risks persist, but at limited impact levels, with fragmentation and lack of alignment still key issues. Policy requirements are more intense in a 1.5 degrees scenario, with a need for rapid alignment early on by businesses, and carbon pricing associated with high-carbon materials may be a risk during the transition. For us in particular, this will affect cement, concrete, and steel procurement, as well as our fleet reliant on fossil fuel power generation. In all scenarios, risk sits where work is completed for fossil-fuel heavy industries and distribution of work across sectors remains a key business transition plan.

In a 1.5 degrees scenario, rapid growth in renewable-energy markets may present major commercial opportunity where foundations and ground engineering is needed. Energy-efficient solutions become more desirable, so innovation projects may have quicker returns on investments than currently. In slower adoption scenarios, anticipating policy tightening allows for positioning ahead of competitors in evolving supplier chains and clear plans for transition de-risks across the organisation to avoid stranded assets. Opportunities are high regarding future-proofing and climate-resilient infrastructure, and in scenarios where physical effects are more strongly felt, adaptation work may be a viable stream of revenue for the sector.

AarWorld

Climate Impact – Risks & Opportunities



Products & Services

	Drivers / Description	1.5 by 2100	1.7 by 2100	2.4 by 2100	Time Scale
Finite Materials	Reliance on finite or carbon-intensive raw materials increases vulnerability as mitigation policies tighten and supply chains decarbonise	High	Moderate - High	Moderate	
Climate -Resilient Products	Demand for adaptation-aligned goods & services	High	Moderate-High	Moderate	
Circular Economy & Material Efficiency	Reduced dependency on finite materials through reuse	Very High	High	Moderate	

Under a net-zero pathway, strong mitigation ambition accelerates obsolescence of high-carbon products, as policies and markets favour low-carbon alternatives. Products that are reliant on finite or carbon-intensive materials face faster redesign or end-of-life expectations, meaning concrete, cement, and steel as the largest part of our purchasing framework. In a moderate scenario, uneven market transition causes uncertainty in product demand shifts and policy tightening drives incremental redesign needs but a lack of uniformity may complicate product strategy. With insufficient mitigation scenarios, there would be a slower uptake of low-carbon products which increases long-term transition risk and severe physical risks disrupt supply chains, causing product availability and performance issues.

Opportunities present within all scenarios for early adopters of low-carbon materials and products, varying with demand and growth in each scenario specifically. Market value for adaptation-supportive solutions that consider heat-resilience and water management grow, with design innovation and adaptive thinking a key opportunity for the business.

Climate Litigation Risk

	Drivers / Description	1.5 by 2100	1.7 by 2100	2.4 by 2100	Time Scale
Climate Litigation Exposure	Rising global climate-related legal actions	Moderate-High	Moderate	Moderate	
Insurance Withdrawal	Some regions becoming uninsurable	Low-Moderate	Moderate	High	

Litigation exposure risks grow under lower temperature rise pathways as stringent climate governance, mandatory transition planning, and accountability for performance against net-zero are high. In moderate scenarios, risks compound with potential inconsistent global application. For a Stated Policies Scenario, liability exposure increases in sectors contributing to high-emission pathways but true risk comes in related to claims relating to insufficient adaptation due to physical risks escalating. Some regions or areas may become uninsurable, placing wider pressure on the construction industry and tightening markets.

AarWorld

Climate Impact – Risks & Opportunities



Business Transition

	Drivers / Description	1.5 by 2100	1.7 by 2100	2.4 by 2100	Time Scale
Increased costs	Rising carbon prices, policy tightening, and physical damages to assets increase operational and supply-chain costs	High	Moderate	High	
Increased reporting requirements	Strengthened climate-disclosure governance (aligned with global stocktake, mitigation frameworks, and integrated adaptation-mitigation policies)	Very High	Moderate–High	Low–Moderate	
Recruitment	Climate-driven social expectations shape employer attractiveness; firms lagging in climate action face difficulty attracting talent	Low–Moderate	Moderate	High	
Retention	Workforce expectations around climate responsibility and organisational resilience influence long-term employee retention	Low–Moderate	Moderate	High	
Reputational damage	Perception of the business as responsible and engaged in sustainability, affected by failure to meet disclosed targets or lack of work to decarbonise	High	Moderate - High	Moderate - High	

Short term business transition risks associated with failure to onboard with the green transition are inevitable in every emissions pathway laid out. These risks cover increased costs associated with rising carbon pricing and policy tightening in lower temperature rise scenarios, and physical damages to assets as well as operational and supply-chain costs caused by physical implications of climate change in insufficient mitigation scenarios. Reporting requirements will also rise in all scenarios, with personnel needs to be taken into account, and correct expertise embedded within the business. From a reputational standpoint, a lack of compliance could cause damage to the business' position in the market or restrict access to work in all or key areas. This also affects recruitment and retention, with studies overwhelmingly showing that younger generations consider climate action as a key parameter when job seeking.

AarWorld

Climate Impact – Risks & Opportunities



Extreme Weather

	Drivers / Description	1.5 by 2100	1.7 by 2100	2.4 by 2100	Time Scale
Extreme Heat	More frequent & intense heatwaves causing work disruption, higher cooling load, asset degradation	Low–Moderate	Moderate	High	
Extreme Rainfall & Flooding	Increased heavy rainfall events, runoff, saturated ground, site flooding	Low–Moderate	Moderate	High	
Wind & Storm Intensity	More intense storm patterns affecting infrastructure & safety	Low–Moderate	Moderate	High	
Sea-level Rise	Rising sea levels increasing coastal flooding & land unviability	Moderate	High	Very High	
Ecosystem & Land Degradation	Land becoming environmentally/economically unviable	Low–Moderate	Moderate	High	

Under insufficient mitigation scenarios, severe widespread physical risks are expected with persistent high heat extremes, major flooding and surface runoff, significant sea-level rise, and land unviability. This physical climate risk dominates all sectors but especially construction, where so much of our work is out in the exposed landscape. Certain sites may become economically or physically unviable, with insurance availability collapsing in high-risk regions, and due to this, supply chains and global operations also face extreme instability. Under moderate overshoot scenarios and best-case stabilisation, we will still need to prepare for substantial increases in rainfall, heat and wind intensity, as well as supply chain disruption, but this should be more predictable and within adaptive capacity.

Physical risks associated with climate change intensify the need for advanced ground-stabilisation techniques and flood-resilient foundation systems, offering a potential market for work. At the same time, climate-system indicators show accelerating sea-level rise and expanding groundwater pressures, creating demand for innovative piling solutions, substructure waterproofing, and erosion-resistant designs. We could deliver adaptive engineering solutions, strengthen vulnerable assets, and support clients in enhancing long-term resilience. Integrating climate-informed geotechnical design, monitoring technologies, and less-harmful ground-improvement methods will not only mitigate risk for asset owners but also capture a growing market for infrastructure built to withstand the environmental conditions of a warmer world.

AarPeople

People Data

Our employees are recognised as the heart of everything we do, forming the foundation of our success. People and their development is at the core of our strategy, fostering an inclusive culture that prioritises safety and recognises the vital role our workforce plays. This is achieved through our 'Step into the Blue' culture which builds on our three core values of Life & Health, Trust, & Responsibility. A key priority for the organisation is equipping our people with the tools, skills, and support they need to thrive, allowing them to deliver the operational excellence upon which we pride ourselves.

Aarsleff offers a market-competitive salary structure, complemented by performance-based criteria. We do not have a standard practice for providing sign-on bonuses, recruitment incentives, termination payments, or clawbacks. Pension contributions are calculated as a standard percentage of salary, in line with company policy. Remuneration decisions align with the broader European group guidelines. For details on our annual compensation ratio, please refer to our financial statements published on Companies House.



Accidents & Sickness	White Collar	Blue Collar
Accidents	0.0	9.0
Absence due to accidents (days)	0.0	570.0
Absence due to sickness (days)	82.8	589.93
Performed hours	201,760.0	296,980.8

No. of Staff	White Collar	Blue Collar
Full-Time Equivalents	95.6	137
Headcount	97	137

Gender Diversity	Men	Women
Board of directors	4.0	0.0
First management level	8.0	1.0
Second management level	17.0	3.0
All employees	204.0	30.0

Age Diversity	People
=< 19	9.0
20-29	53.0
30-39	66.0
40-49	49.0
50-59	39.0
60-69	18.0
=>70	0.0

Training	White Collar	Blue Collar
Staff engaged on long-term training	11	7

A range of employee data has been presented, focusing on accident and sickness as indicators of wellbeing, diversity data, as well as training to demonstrate development commitments.

This data has been compiled through our HR system as assumes that gender collected at onboarding is correct and sickness is logged according to our procedures.

We believe that by fostering a culture of lifelong learning, we can stay ahead of regulatory changes, adopt innovative sustainable practices, and ensure employees are equipped with the skills needed to drive forward. This proactive approach not only enhances operational efficiency but also strengthens our resilience, helping us to meet the demands of stakeholders while contributing to long-term environmental and societal well-being.

7.6% of our workforce are engaged in company paid accredited training schemes. Having committed to 7% by 2025, this meets our initial goal and we intend to maintain this rate moving forward.

All employees in the business have completed the following training modules in this financial year as a supplement to our onboarding training:

- Equality, Diversity & Inclusion
- GDPR UK: Essentials
- Sexual Harassment Awareness
- Modern Slavery

AarPeople

Engagement Success Stories



Last year, we amended our appraisal process following feedback from our employees about wanting more regular check-ins with their managers. Our follow up employee engagement survey showed positive improvement in this area, with more colleagues feeling as if they have sufficient feedback and praise.



We launched our Supervisor Training Programme, equipping high potential talent with the tools and skills needed to progress into more senior roles. This programme focuses on management skills and developing the tools to work closely with your team, helping to enable mid-career development.



Over the past years, we've been rolling out Insights Discovery to our teams, helping them better understand the way they work and mapping the distribution of psychometrics across the organisation. This tool is used in recruitment to help us build a diverse workforce and teambuilding sessions are based around it to help teams better understand how those who think in different ways to them may work.



To better promote work-life balance, this year saw an uplift in annual leave entitlement for all employees, with added entitlement for long-servers. We also saw an increase in the use of our employee health benefit scheme, Simplyhealth, allowing employees to access medical expertise outside of NHS schemes.



AarImpact

The World Around Us

During the FY 2024-25, Aarsleff Ground Engineering contributed £13,440 to charitable organisations. These efforts supported a variety of causes, including local youth sports clubs, employee-led fundraising activities like marathon running and soapbox racing, as well as traditional initiatives such as office bake sales and raffles.

We continued to boost our two-day volunteering leave and encouraged our staff to engage in their local communities. As an organisation, we ran a six-week engagement session with our strategic charity partners at the YMCA Newark & Sherwood Village. This programme consisted of hour-long weekly sessions with young service users of the village, introducing them to concepts in construction and trying their hands at a range of different activities. They designed logos for a business they wanted to set up, designed the headquarters for that business, and considered all the different phases involved in the construction of the headquarters.

Centrum Pile has continued their work with the Nottinghamshire Wildlife Trust, in our 7th year of partnership as charity partners. The trust aim to protect Nottinghamshire's wildlife, restore biodiversity and inspire people about the natural world.



Metrics & Targets

2030 Goals

AarWorld



Emissions

- Scope 1 & 2 emissions down 60% from 2021 baseline
- Carbon reduction plan for cement & steel following R&D
- UK sourced cement and EAF only newly procured steel
- Centrum: All factory plant to diesel alternatives by 2030

Circular Economy

- Waste reduction of 40% against 2024 baseline

Biodiversity

- Improved biodiversity across Centrum and office sites

AarPeople



Own Workforce

- 10% of staff engaged in apprenticeships or internal supervisor and management training plans - based off succession and progression planning

Value Chain

- Work primarily with suppliers who meet our Tier 1 requirements

AarImpact



Business Conduct

- Accurate and verified emissions reporting year on year with full ISSB requirements fulfilled in each report from 2027

Footprint Reduction Roadmap

Procurement

Developing key relationships with our suppliers to work together on sustainability targets

By 2030...

All suppliers provide Scope 1 & 2 data yearly with key materials solely from suppliers with EPDs/LCAs



Fleet

89% of car fleet electric or hybrid (up 24% from 2023) and trials of electric vans in key areas

By 2030...

NRMM heavy plant roadmap and van fleet transition plan established
Trials of low carbon plant and small plant fully electric

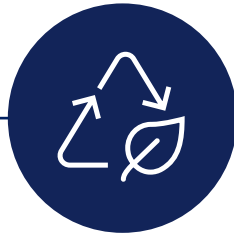


Emissions

Improving reporting for increased granularity and establishing key areas of reduction to drive forward

By 2030...

Updated reduction roadmap for cement & steel to aim for net zero by 2030
Reduction of 60% Scope 1 & 2 emissions from 2021 baseline
UK sourced cement and EAF only sourced steel



Circular Resource Economy

Understanding full waste scope (including site) to better understand how to reduce and areas where efficiencies can be found

By 2030...

Waste reduction of 40% against a 2024 baseline

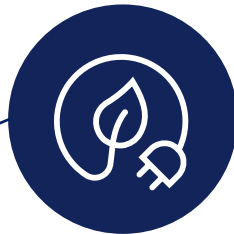


Energy Efficiency

Year on year SECR reporting and ESOS action plans following Phase 3 audit to improve efficiency across all owned and leased sites

By 2030...

ISO5001 accreditation



Biodiversity

Mapping potential site impacts and areas to improve
Implementation plan for net gain across Centrum & office locations

By 2030...

Improved biodiversity across Centrum & office sites



Metrics & Targets

Net Zero & Verification

This year, we have strengthened our approach to sustainability by introducing a new commitment to achieve **net zero carbon emissions by 2045**.

By setting this target now, we are taking an important step in strengthening the value and positive impact we bring to our partnerships. Our new 2045 commitment ensures that we are well-positioned to support our clients in meeting their sustainability ambitions, while helping to deliver projects that contribute to a more resilient future for everyone.

To ensure our commitment is both credible and transparent from the outset, our new target has been aligned with the **Carbon Reduction Code for the Built Environment** as part of our Pledger commitment to the code. This gives our clients assurance that our approach is aligned with recognised industry best practice, backed by robust data, and supported by clear governance and reporting processes. It also demonstrates our proactive role in driving down emissions not only within our own operations, but collaboratively across the supply chains we share.

Alongside our new net zero target, we continue to strengthen the credibility and transparency of our sustainability performance through recognised third-party assessments and certifications.

This year, we were awarded a **Bronze EcoVadis Medal**, placing us among the companies recognised for strong performance in environmental, social, and ethical responsibility. We are also proud to mark our third consecutive year as part of **Achilles' Carbon Reduce programme**. Through this certification, we undergo annual, independent assessment of our carbon management processes and emissions performance. Our continued participation demonstrates our long-term commitment to measuring, managing, and reducing our carbon footprint in line with recognised best practice. This validates our greenhouse gas emissions under **ISO 14064-1 & 3**, providing assurance that our reporting is accurate, robust, and aligned with international standards.



<https://recognition.ecovadis.com/4-RGAqH9uUC5JsSBSanntQ>

Summary

Over the past year, we have strengthened our governance framework, improved data quality, and embedded sustainability more deeply into our operations. We have seen continued reductions in our direct emissions through transition to HVO, electrification of our fleet, and increased use of renewable energy, while recognising that growth in carbon-intensive project work has influenced our Scope 3 footprint and reinforces the importance of supplier engagement and materials innovation.

Our people remain at the heart of the organisation, with enhanced wellbeing support, strengthened appraisal and development pathways, and more than 7% of employees engaged in accredited training.

We have expanded our positive impact beyond the business through charitable contributions and long-standing community partnerships.

Looking ahead, we remain committed to delivering against our 2030 goals and are taking an important step forward with our new, credible commitment to achieve Net Zero by 2045, supported by independent verification and alignment with recognised industry best practice. Together, these actions demonstrate our determination to build a resilient, responsible, and future-focused business.

- The Aarsleff UK Board of Directors
 - Kevin Hague - Managing Director
 - Peter Handley - Senior Director
 - Richard Hoe - Financial Director
 - Alistair Macdonald - Managing Director, Cannon Piling





Prepared and approved March 2026

Questions, please contact Cerys Orriss, Sustainability Manager – cerysorriss@arsleff.co.uk

Aarsleff Ground Engineering Ltd, Hawton Lane, Newark, NG24 3BU