Sir Robert McALPINE

Sustainability & Environmental Policy – 15SUS-1PY-01

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Approved by	Neil Martin	Chief Executive

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Sustainability & Environmental Policy

Statement of Intent

Sir Robert McAlpine is committed to achieving the highest levels of sustainability and environmental management.

Central to our approach is our Build Sure philosophy which underpins how we define performance to achieve operational excellence. One of the key Build Sure pillars is "Sustainability" which incorporates both our sustainability and environmental performance.

We are committed to delivering positive futures for the environment and society, with the following commitments:

We will:
- Meet the requirements of BS EN ISO14001:2015
- Comply with relevant legislation
- Protect the environment at all times and implement the necessary control measures to prevent pollution when undertaking our business operations
- Promote an inclusive, positive, open, and transparent culture
- Give everyone the support needed to achieve high levels of performance and development
- Evaluate performance to ensure objectives and targets are being met
- Implement our company sustainability strategy with the following company commitments:
  - Carbon – reducing our scoped emissions with an overall aspiration to be Net Zero Carbon by 2045
  - Resource Efficiency – annual reduction in construction waste
  - Ethical Procurement – responsible sourcing of our building materials
  - Social Value – annual increase in Social Value delivered
- Investigate incidents and non-conformances to prevent reoccurrence
- Monitor and continually improving environmental and sustainability performance

We expect:
- The highest levels of sustainability and environmental management and compliance from all employees and supply chain partners
- Lessons and best practice to be shared to drive continuous improvement
- Active engagement in our company sustainability strategy and objectives

This policy statement will be communicated to all SRM employees and supply chain partners.

Neil Martin
Chief Executive
March 2024

2. Responsibilities for Sustainability and Environment

The following section details specific roles and responsibilities for sustainability and environmental management within Sir Robert McAlpine.

2.1 Sir Robert McAlpine Board

The Sir Robert McAlpine Board have ultimate responsibility for the implementation of this policy.

Their responsibilities include:
- Demonstrate commitment to, and take personal responsibility for the contents of this policy as well as company sustainability objectives and targets
- Actively lead by example and promote the company sustainability strategy and targets
- Ensure that the business has access to adequate sustainability and environmental resources
- Approve annual targets and objectives to drive continual improvement
- Approve the annual sustainability and environment review
- Regularly review performance to ensure targets are being achieved
- Consider sustainability and environmental recommendations, approving where appropriate
- Take action if the content of this policy is compromised in any way

In addition to the above, some Sir Robert McAlpine Board and Senior Leadership Team members have additional responsibilities, which are listed below:

2.2 Executive Director of Engineering & Technical Services

The Executive Director of Engineering & Technical Services is the board director responsible for sustainability and environment.

They have overall responsibility for overseeing the establishment and implementation of this policy and how it will be delivered.

Their responsibilities include:
- Appointment of a competent Sustainability Director, whose duties are listed in section 2.4 below
- Review the contents of this policy annually
- Review sustainability and environmental targets and objectives, ensuring they are adequately measured
- Ensure the contents of this policy is effectively communicated to all Sir Robert McAlpine employees
- Ensure that both individual and collective responsibilities are accepted by Sir Robert McAlpine employees
- Provide suitable resources to achieve the contents of this policy and strategy objectives

2.3 Executive Managing Directors of Buildings & Infrastructure

- Demonstrate commitment to the contents of this policy and strategy objectives.
- Take account of this policy in business planning and ensure it is brought to the attention of all employees.
- Ensure that the sector management team have both collective and individual responsibility for sustainability and environment.
- Working with the Sustainability Director to ensure that this policy statement and strategy objectives are effectively applied and delivered in activities.

2.4 Sustainability Director

The Executive Director of Engineering & Technical Services shall appoint a competent Sustainability Director.

Their responsibilities include:

- Manage this policy and its contents to drive continuous improvement throughout Sir Robert McAlpine
- Set and lead the delivery of Sir Robert McAlpine sustainability strategy, targets and objectives, ensuring the direction is adequate and futureproofed
- Create, manage, and lead the sustainability job family and providing them with adequate resources to enable them to support the implementation of this policy, company sustainability strategy and the company management system.
- Monitoring and communicating company sustainability and environmental performance, identifying and resolving any issues with the projects and sectors.
- Promote sustainability and environmental learning throughout Sir Robert McAlpine
- Advise the Sir Robert McAlpine Board on sustainability and environmental matters
- Provide technical and legislative input and advice for sectors and central teams
- Provide insight and direction to sector value propositions and business planning.
- Process owner of ISO14001 requirements, and ensuring that, the Company Management System (CMS) is fit for purpose, reviewing its processes and procedures annually
- Collaborate with Sir Robert McAlpine employees to identify risk and opportunity for improving environmental and sustainability performance

2.5 Sector Managing Directors

Each Sector Managing Director is responsible for implementing this policy and the Company Management System in their respective sectors.

Their responsibilities include:

- Demonstrate commitment to the contents of this policy and strategy objectives
- Take account of this policy in business planning and ensure it is brought to the attention of all employees.
- Ensure that the project senior management team have both collective and individual responsibility for sustainability and environment.
- Appoint persons to ensure that this policy statement and strategy objectives are effectively applied and delivered in all project and sector activities.

- Working with the Sustainability Director to appoint competent sustainability and environmental professionals, providing them with adequate resources to enable them to support the implementation of this policy, company sustainability strategy and the company management system.

2.6 All Employees

Their responsibilities include:
- Demonstrate commitment to the contents of this policy and strategy objectives
- Support the business to achieve the contents of this policy
- Actively engage and contribute to the delivery of the company sustainability strategy
- Compliance with company management system requirements
- Implement specific sustainability and environmental responsibilities in their job description

3. Sustainability and Environment arrangements

3.1 Support

Company Management System / SRM Online
This sets out Sir Robert McAlpine's expectations and provides support to all persons and organisations working for or on behalf of Sir Robert McAlpine.

The system is accredited to BE EN ISO 14001:2015.

Where Sir Robert McAlpine is involved in joint venture projects, sustainability and environmental management requirements will be agreed between JV partners. The standards and processes used must not be lower than those set out in the Sir Robert McAlpine sustainability strategy and management systems.

The Sustainability department pages on SRM Online offer a variety of sustainability and environmental resources.

Competence, development and awareness
The Sir Robert McAlpine learning and development strategy includes required and desirable sustainability and environment competencies for each job family in the business.

Sir Robert McAlpine aims to achieve a minimum baseline of competence per job role to ensure that sustainability and environmental risk is effectively identified and managed.

The business aims to develop all employees to attain the highest levels of sustainability and environmental performance.

Awareness of the consequences of failing to effectively manage sustainability and environmental performance is communicated to employees through the company management system, alerts and campaigns.

Competent sustainability and environmental professionals
Sir Robert McAlpine will appoint a sufficient number of competent sustainability and environmental professionals to support and advise on all aspects of the business's operations.

3.2 Communication and consultation

Communication
Communication and consultation relating to sustainability and environmental matters is open and transparent within Sir Robert McAlpine.

In line with our management system and sustainability strategy, communications include:
- Identification and communication of risks and controls
- Reporting of incidents, near misses and observations
- Learning alerts, campaigns, and initiatives to improve performance

Consultation
Each place of work in which Sir Robert McAlpine operates must have arrangements for effective consultation and involvement of workers in relation to sustainability and environmental matters.

Consultation will occur prior to making key business decisions such as new sustainability or environmental policies and procedures.

3.3 Evaluating performance

Build Sure
Build Sure sets out 5 commitments that define how we measure performance to achieve operational excellence. "Sustainability", which includes environmental management, is one of the 5 commitments.

Build Sure sustainability performance level is set by the Sustainability Director through the establishment of the company sustainability strategy. The Sir Robert McAlpine Board and Executive Leadership Team approve the strategy and Buildsure performance level.

Performance against these targets is reviewed on a quarterly basis.

Quarterly sustainability reporting
All Sir Robert McAlpine projects must collate and submit quarterly sustainability and environmental information, which contains key performance data. This data is then used to complete regional and company sustainability reports which enable the following:
- Measurement, evaluation and analysis of performance data against objectives and targets
- Identification of leading and lagging indicators and trends (where applicable)
- Communication of key learning throughout the business to drive improvement
- Collation of key information for work winning and external communication

Inspections, surveillances and audits

Sir Robert McAlpine carries out various levels of inspections, surveillances and audits to ensure that:

- Sustainability and environmental risk is being effectively identified and managed
- The company management system is understood and being complied with
- Opportunities to improve are communicated throughout the business and actioned
- Objectives and targets are being met

These include project team environmental surveillances, leadership tours, and targeted reviews.

Audits include a quarterly environmental compliance audit as part of the company sustainability strategy as well as internal company management system audits dictated by the company management system.

Incident Management

Sir Robert McAlpine aims to create and maintain an open and transparent culture which encourages and facilitates the communication of incidents, near misses and observations. The approach to incident management is:

- All Sir Robert McAlpine places of work must have suitable arrangements in place to allow for incidents, near misses and observations to be reported
- Sir Robert McAlpine will support all incident investigations and ensure that they are given the time and resource required
- All incidents must be investigated to identify how to prevent reoccurrence of the actual outcome and potential severity of the incident
- Relevant key findings and lessons learnt will be communicated throughout the business as appropriate
- Improvement actions identified must be closed out within agreed timescales
- Close out of actions will be monitored to ensure that improvement has been made to prevent reoccurrence

Management Review

The contents of this policy are to be reviewed annually by the Sustainability Director and the Chief Executive to ensure that it is fit for purpose.

The Sustainability Director is responsible for and regularly reviews the sustainability and environment sections of the company management system, environmental management system and SRM Online.

Sustainability and environmental objectives and targets are reviewed on a quarterly and annual basis.

3.4 Continual improvement

Sir Robert McAlpine is fully committed to the continual improvement of sustainability and environmental management and compliance.

As outlined in the company sustainability strategy, Sir Robert McAlpine's aspiration is to have a positive impact on people and the environment through our actions.

Implementation of the content of this policy and sustainability strategy will allow us to continually improve our sustainability and environmental performance.