

Environmental, Social, and Governance (ESG) Policy...

At andwis, we take sustainability seriously. We're committed to helping our clients reduce the environmental impact of their buildings, while making sure we deliver our own work responsibly too.

For us, ESG isn't just about compliance or reporting. It's about making good decisions, treating people fairly, managing our impact and building a business we can be proud of.

Our approach is guided by our Core Values:

Integrity: We do things the right way. When it comes to lives, livelihoods and the environment, we don't cut corners. We take responsibility for the impact of our decisions and aim to deliver safe, sustainable and high quality work.

Dynamism: We're always learning, adapting and looking for better ways to work. We anticipate challenges, embrace change and look for opportunities to improve our environmental, social and business performance.

Partnership: We believe we achieve more when we work together. We build strong, respectful relationships with our people, clients, suppliers, communities and other partners and look for ways to create value together.

At andwis, ESG is part of how we do things. It guides our choices, our work and our relationships. It's part of us.

Environmental Commitment...

We are committed to reducing our environmental impact and that of our clients by:

- Working with our clients to reduce the environmental impact of their buildings
- Measuring, monitoring and reporting our environmental impact
- Reducing greenhouse gas emissions and working towards our net zero ambitions
- Supporting lower-emission transport and more sustainable ways of working
- Improving energy efficiency across our operations and project sites
- Minimising waste through responsible management, reuse and recycling
- Promoting sustainable engineering solutions
- Considering environmental impacts when selecting materials, suppliers and services
- Complying with relevant environmental laws, regulations and requirements

Social Responsibility...

People are at the heart of what we do. We aim to have a positive, lasting impact on our people, partners, and communities by:

- Prioritising health, safety and wellbeing across our operations
- Promoting equality, diversity and inclusion
- Supporting learning, development and career opportunities
- Encouraging open communication and giving our people a voice
- Respecting human rights and taking action to prevent modern slavery and human trafficking
- Building long-term, ethical relationships with clients, suppliers and partners
- Supporting local communities and charitable initiatives where we can
- Creating a workplace where people are treated fairly, with dignity and respect

Governance...

We believe good governance means doing the right thing, being accountable and being open about how we operate.

We will:

- Comply with relevant UK laws, regulations and industry requirements
- Maintain clear policies, procedures and responsibilities
- Operate with zero tolerance for bribery, corruption, fraud and other unethical behaviour
- Manage conflicts of interest openly and fairly
- Protect personal, confidential and business information
- Maintain appropriate cybersecurity and information security measures
- Identify and manage risks through our Group risk management processes
- Encourage people to speak up when something doesn't feel right
- Regularly review our policies, processes and governance arrangements
- Measure and report on our ESG performance honestly and transparently

Implementation and Monitoring...

ESG is built into our projects, our processes and our daily decisions. Our leaders drive it. Our teams own it.

We set clear goals, track them and keep improving. We listen, we learn and we grow.

Our ESG Strategy sets out our priorities, targets and actions in more detail.

Summary...

At andwis, our ESG commitments are inseparable from the way we work and the values we live by. It is part of building a responsible, resilient and successful business.

We will keep looking for better ways to reduce our environmental impact, support our people, strengthen our partnerships and maintain high standards of governance.

We're proud to deliver safe, sustainable and people focused technical building services that create value for our clients and contribute to a better future.

Policy Review...

We review this policy every year, or sooner if we need to.