

Environmental & Sustainability Policy

OCU is committed to meeting industry best practice in environmental and sustainability performance and to this end we maintain organisational structures, management systems, procedures and training plans to ensure, as a minimum, compliance with all relevant laws, regulations and standards. Our Environmental Management Systems are certified to ISO 14001:2015. We recognise the need to conduct and develop our business, with no or minimal impact to the environment and without compromising the needs of the future generations.

We believe that by identifying our impacts and managing our operations with care our business can make a positive contribution to society and the Environment. We believe that good environmental and sustainability performance helps ensure good business performance and will be pursued as an integral part of fulfilling our corporate vision.

Our vision is:

That all our operations are healthy, safe and sustainable for our people and our planet.

We will do this by:

- Understanding our stakeholders' expectations and requirements regarding the environment and sustainability.
- Ensuring our employees and delivery partners have the competence to continually improve our environmental and sustainability performance
- Assessing and reducing the negative environmental impacts of our work and maximising opportunities to have a positive impact

We will seek continuous improvement by implementing the following principles:

- Develop and promote policies and procedures that minimise the environmental impacts that our activities have upon the environment, prevent pollution and deal with emergencies efficiently and effectively.
- Make efficient use of energy and natural resources and, where possible, minimise the use of raw materials and the production of waste.
- Think carefully about the life cycle stages that can be controlled or influenced by us including raw material acquisition, design, production, transportation, use, end-of-life treatment and final disposal of our services and physical assets
- Assess the impact of any project on the environment at the location where the work is to take place and work to reduce it
- Communicate the social, economic and environmental aspects of our contracts by engaging with all stakeholders appropriately.
- Continuously monitor environmental and sustainability performance by setting business targets.
- Improve waste management practices through careful assessment of requirements.

Our long term objectives are to:

- Operate with net-zero greenhouse gas emissions throughout our business by 2050.
- Reduce our impact on the quality of our air, water and soil and by protecting biodiversity.
- Reduce consumption of natural resources by re-use, recycling and use of sustainable materials.
- Strive to address national priorities by reducing our use of non-renewable raw materials such as fossil fuels and minerals.
- Reduce the demand for, conserve and recycle water resources where possible and protect water suppliers from contamination.
- Protect and enhance ecological resources and the environment.
- Source materials responsibly and favour those with low environmental impact.

During 2025 we will:

- Collate information on our energy use from our Offices, Plant & Vehicles in order to establish our Carbon Footprint.



All employees and those working on our behalf will be made aware of this policy. We will ensure that it is visible; displayed at all our locations and on our intranet. The board of directors gives its full support to this policy and shall ensure it is communicated, implemented, and reviewed at least once a year. This policy shall apply to all the subsidiary companies of OCU Group Limited.

Michael Hughes
Chief Executive Officer

Date: 6th January 2025
(This Policy will be reviewed on an annual basis)