

This Policy applies to Galliford Try Holdings Plc and INCLUDES, Morrison Construction Limited, Galliford Try Construction Limited, Galliford Try Infrastructure Limited, Galliford Try Facilities Management Limited, Oak Specialist Services Limited, Lintott Control Systems Limited, Ham Baker Engineering Limited, AVRS Systems Limited, and all subsidiaries.

Operating sustainably helps us to win work, engages our employees, benefits communities and the environment, and makes us more efficient. This is why sustainability remains an integral part of our updated strategy, and at the core of how we deliver stakeholder value..

Overall responsibility for sustainability and this Policy rests with the Executive Board.

Executive Board oversight is maintained through a dedicated ESG Committee which meets three times a year and is chaired by the Chief Financial Officer. The Committee comprises the Director of Sustainability, and senior representatives from our operating divisions and relevant support services functions, including Supply Chain, Low Carbon Construction, Environmental, Communities and Social Value, Human Resources, and Pre-construction.

We deliver our commitment to sustainability by:

- Understanding the priorities of our key stakeholders and developing a sustainability strategy that is informed by their priorities.
- Aligning our sustainability strategy to six fundamental pillars: – Environment and Climate Change, Clients, Communities, People, Health and Safety and our Supply Chain and defining a long-term ambition, together with appropriate performance measures and targets, for each pillar.
- Publicly reporting on our sustainability performance through our website and the Galliford Try Annual Report.
- Engaging with relevant external accreditation bodies and ESG ratings agencies, including ISO, Considerate Constructors Scheme, CDP, MSCI, and ISS-ESG.
- Maintaining appropriate governance over sustainability data that is publicly reported, including the use of independent verification of data where necessary.
- Working collaboratively with our clients and supply chain to ensure that we support each other in delivering on our respective sustainability targets.
- Ensuring compliance with all relevant legislation, including the Public Services (Social Value) Act 2012, and keeping informed of sustainability best practice by engaging with relevant external bodies and participating in industry forums.
- Providing internal forums for sharing best practice and developing sustainability initiatives.

This Policy statement applies to the whole Galliford Try Group and is available to all employees via our intranet-based business management system. The policy is also made publicly available on our website. The contents of this Policy will be reviewed and updated as necessary on at least an annual basis.

Signed for and on behalf of Galliford Try:

**GALLIFORD TRY HOLDINGS PLC
SUSTAINABILITY POLICY**



A handwritten signature in black ink, appearing to read 'Bill Hocking'.

Bill Hocking
Chief Executive
Galliford Try Holdings Plc

Reviewed: August 2024