

SUSTAINABILITY POLICY

Our Sustainability Vision

As one of the UK's leading construction companies, Winvic wants to excel in delivering sustainable buildings and infrastructure for our clients, while also being a responsible business leaving a lasting positive, social, environmental, and economic legacy. We recognise the transition to a more sustainable built environment will have social and economic impacts, which is why we are committed to supporting a 'just transition', ensuring this shift is not only environmentally friendly but also economically sustainable, fair and inclusive. Our goal is to create a built environment that reduces adverse impacts on the environment and enhances the lives and livelihoods of people and communities.

Our Sustainability Commitment

We understand that we can play a pivotal role in delivering long term, sustainable value that contributes to meeting the economic, environmental and social wellbeing needs of the communities in which we live and work. Winvic Construction is committed to providing sustainable solutions to achieve our sustainability ambitions and those of our clients. The following commitments provide the foundations of our Sustainability and ESG Strategy:

This policy applies to all employees, subcontractors, suppliers and stakeholders involved in our construction projects and operations to protect and enhance the environment as well as contribute to support the local needs of communities.

Planet Pillar

Winvic is committed to **Protecting the Planet** through the following themes:

- **Carbon Management** - to increase energy efficiency in our business and onsite operations, with the aim of reducing our carbon impact on the environment.
- **Circular Economy and Waste Minimisation** - to consider circular materials with recycled content across our projects and minimise waste creation associated with our business and onsite operations.
- **Water Consumption** - to ensure water consumption is minimised on site.
- **Site Energy Consumption** - to minimise GHG (Greenhouse Gases) emissions associated with onsite operations, more specifically to reduce our reliance on the consumption of diesel fuel.
- **Environmental Management** - to continue to be proactive in our working practices to reduce our impacts and avoid environmental incidents.
- **Supply Chain Engagement** - to proactively engage with our supply chain to communicate sustainability requirements and embed low carbon solutions throughout a project's lifecycle where feasible.
- **Nature and Biodiversity** – to manage nature risks and enhance biodiversity.

Innovation Pillar

Winvic is **Leading through Innovation** by:

- **Integrating Innovation** – to incorporate innovation solutions and systems into our operations by exploring new methods and technologies to reduce the environmental impact of our business.

People Pillar

Winvic is committed to **Putting People First** through the following themes:

- **Training & Education** – to communicate and actively promote awareness and engagement with the Winvic Sustainability and ESG Strategy amongst our employees.
- **Equality, Diversity & Inclusion** - to cultivate a diverse workforce who are treated with respect and inclusivity.

- **Safety and Wellbeing** – to prioritise the health, safety and wellbeing of our employees, workforce and members of the public.

Community Pillar

Winvic is committed to being **Partners in Communities** by delivering social value through the following themes:

- **Sustainable Communities** – to enhance the economic, social, environmental, and cultural wellbeing of the communities in which we live and work.
- **Creating Social Value** – to deliver social value and create a positive lasting legacy: by actively investing and volunteering time and resources to support local education and curriculum enhancement activities, community projects and charitable initiatives and supporting VCSE and profit for purpose businesses.

Winvic Construction's Sustainability Targets:

Our Sustainability and ESG Strategy outlines our targets and KPIs against our sustainable goal areas; Employment and Wellbeing, Product Solutions, Materials, Waste and Biodiversity, Energy and Emissions, and Community. We measure and report on our progress annually to ensure transparency and accountability.

Planet Pillar Targets

Energy Use and Carbon Emissions:

- Monitor, measure, and report on carbon emissions associated to our business activities.
- Annual reduction and mitigation of carbon emissions from Winvic's operations.
- Carbon Management process verification through an independent third-party to achieve ISO-14064-1.
- Achieve a minimum of 5% reduction of carbon emissions.

Circular Economy and Waste Minimisation:

- Encourage the use of sustainable, renewable, recycled materials that incorporate whole life impacts in procurement decisions.
- Maximise resource efficiency through re-use, recovery, and recycling initiatives.
- Strive for reduction in waste sent to landfill from onsite and head office operations. With a target to achieve a 97% waste diverted from landfill through recycling.

Water Consumption:

- Monitor, measure and mitigate water use.
- Reduce site water consumption annually.

Site Energy Consumption:

- Monitor, measure and mitigate energy use.
- Reduce site energy consumption annually.

Environmental Management:

- Commit to a zero environmental incident rate.

Supply Chain Engagement:

- The adoption of an Environmental Management System (e.g., ISO 14001 and PAS 2080)
- Data provision of the supplier's operational carbon footprint and related reduction strategies.
- Early project collaboration to make low carbon procurement decisions at the design stage that can be fully integrated into the project's lifecycle.
- Hold workshops with the supply chain to raise awareness of Winvic's and its clients' sustainability

ambitions, to educate and upskill them on sustainability and ESG requirements.

- Increase Winvic's Green Supply Chain to reduce Winvic's Scope 3 emissions.
- Subcontractors to sign up to Winvic's Sustainable Procurement Framework (SPF).

Innovation Pillar

- Embed low carbon principles into the design, operations and procurement to minimise energy, carbon and incorporate sustainable materials.
- Integrate BIM to provide efficiencies through design and construction.
- Encourage the procurement of sustainable, renewable, or recycled materials and those requiring minimal transport.
- Implement energy saving solutions and technologies to deliver energy efficient buildings and infrastructure.

People Pillar

- All Winvic employees undergo a Sustainability Induction as part of our onboarding process and we run ongoing training sessions with designed to raise awareness of and embed Winvic's sustainability approach and vision throughout the organisation.
- Invest in our people to empower them to be the best they can for both themselves and for Winvic.
- Integrate employees from across the business into Sustainability Working Groups based on our four core Pillars, to encourage ideas to improve the company's sustainability initiatives.
- Provide resources to educate and develop employee's engagement with our sustainability vision and objectives set out within our Winvic's Sustainability Strategy.

Community Pillar

- Register all eligible sites with the Considerate Constructors Scheme (CCS) and deliver best practice and continuous improvement in our average scores.
- To continue to support local education, volunteering opportunities and charities on a project-by-project basis and as an organisation.
- Encourage employees to participate in measures to support local communities through corporate volunteering and STEM (Science, Technology, Engineering and Mathematics) activity sessions.
- Increase Voluntary Community and Social Enterprises (VCSEs) annual spend.

Governance

Winvic's Construction Board is ultimately responsible for this policy, supported by the Sustainability Leadership Team who oversee the development and delivery of Winvic's Sustainability and ESG Strategy.

The Technical Services and Sustainability Director is responsible for updating and promoting companywide engagement with this policy. This policy is to be reviewed annually or as required to ensure ongoing relevance, alignment with our business strategy effectiveness and compliance with changes in legislation.

The Sustainability Pillar Working Groups are to provide updates and progress against our Sustainable Goal Areas and KPIs within our Sustainability and ESG Strategy, through internal employee communications and our externally published strategy.

In order to meet these objectives and targets, Winvic Construction will commit to:

- Incorporate the 'Doing it Right for a Sustainable Future' into the culture of the organisation.
- Monitor and measure sustainability performance regularly, actively mitigate negative environmental impacts, and communicate progress annually.

Framework Policies

Our Sustainability Policy forms part of our broader business approach to Sustainability and ESG. Through our Sustainability and ESG Strategy, Sustainable Procurement Framework and [suite of policies](#), we embed responsible business practices across all areas and every stage of our projects.

This policy should be read in conjunction with:

- Sustainability and ESG Strategy
- Sustainable Procurement Framework
- Environmental Policy
- Social Responsibility Policy
- Health & Safety Policy
- Modern Slavery Statement
- Equality, Diversity & Inclusion Policy

Signed for on behalf of the Winvic Construction Limited Board

Arun Thaneja, Technical Services and Sustainability Director 01.03.2025