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DOING IT RIGHT.

FOR A SUSTAINABLE FUTURE

ENVIRONMENTAL IMPACT REPORT

MARCH 2025

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OUR APPROACH AND COMMITMENTS

Our Sustainability and ESG Strategy provides a roadmap to successfully drive implementation of our sustainability goals, based on our four core sustainability pillars: People, Innovation, Planet and Community. We recognise the importance of having a strategy that is aligned to our business goals and agile enough to be able to deliver against the evolving needs of our clients. We update our Sustainability and ESG Strategy each year, building upon our progress, impact to date and lessons learned. Within each pillar, we introduce new targets, to help maximise positive environmental, social and economic outcomes and support the Global Sustainable Development Goals (SDGs), against which we measure our performance annually to measure our performance against our KPIs. Our strategy allows for the flexibility to review and stretch our targets each year to align with our business objectives, client priorities, evolving environmental challenges and the latest industry standards and advancements.

THE GLOBAL GOALS
For Sustainable Development

The KPIs for each of the sustainability goal areas are regularly monitored by the Sustainability Working Group and overseen through the Sustainability Governance structure, as outlined on page 6, and our SDG progress on page 9.

PEOPLE
Putting People First

INNOVATION
Leading Through Innovation

PLANET
Protecting The Planet

COMMUNITY
Partners In Communities

EMPLOYMENT / WELLBEING

PRODUCT SOLUTIONS

MATERIALS

WASTE AND BIODIVERSITY

ENERGY AND EMISSIONS

COMMUNITY

OUR PURPOSE

We are guided by our ‘Doing It Right’ ethos as we continue to thrive as an industry leading contractor, delivering construction and civil engineering projects for our clients nationally within the Industrial, Civils & Infrastructure and Multi-room sectors.

We are committed to not only reducing carbon emissions and minimising our environmental impact but also actively embrace opportunities to enhance the environmental and energy performance of the assets we deliver. We embed Environmental, Social, Governance (ESG) principles and sustainability commitments into every aspect of delivering schemes and across our organisation’s operations.

This report outlines our environmental impact across 2024, our progress across our key theme areas and initiatives explored. This report has been issued in Q1 of 2025, reporting on financial years 2022, 2023 and 2024.

SOCIAL
ENVIRONMENTAL
ECONOMIC

OUR COMMITMENT TO ENVIRONMENTAL RESPONSIBILITY

Our Sustainability and ESG Strategy ensures we leave a lasting, positive legacy for the people we collaborate with, the communities we serve, and the world in which we operate. By partnering with our supply chain, customers and communities to make responsible, sustainable choices, we can significantly enhance our positive environmental impact.

Since day one, our Doing It Right ethos and ‘The Winvic Way’ culture have been an intrinsic part of the way we do business and deliver our projects. These guiding principles are supported with a robust governance framework that drive our continued, sustainable success whilst ensuring accountability in environmental performance, and compliance with all relevant environmental compliance and other regulatory requirements.

EMBEDDING ENVIRONMENTAL EXCELLENCE

Our proactive approach to environmental management reduces our impact on the planet and leaves a lasting positive environmental legacy. This includes optimising energy efficiency, reducing carbon emissions, minimising waste, enhancing biodiversity, conserving natural resources, reducing impacts on nearby surrounding areas and embracing sustainable practices across all of our operations whilst always ensuring legal compliance in an ever-changing environmental regulatory landscape.

Our Environmental Team brings a broad range of expertise, playing a key role in supporting our Sustainability and ESG Strategy Planet Pillar. Guided by our Sustainability Leadership Team, the Planet Pillar team identifies and evaluates innovative solutions to minimise our environmental impact.

This includes:

- Reducing energy use and carbon emissions
- Eliminating waste and enhancing biodiversity
- Maximising resource efficiency through circular thinking

To drive meaningful change, we have launched an education and upskilling program, equipping our operational teams and supply chain with the knowledge and tools to integrate sustainable practices into their daily work. Through communications, workshops, initiatives, and training, we are enhancing awareness and empowering our teams to actively contribute to our Planet Pillar KPIs and environmental goals.

In the same way that our Winvic Way ethos, our Doing It Right culture and our Sustainability and ESG strategy guide the way we deliver construction and civil engineering projects, the Green Values we prioritise ensure we are always striving for positive environmental impact. These include:

Paul Thomas, Head of Environment

"We're extremely proud of our environmental achievements, made possible through the commitment and dedication of our people to deliver excellence. Our remit is broad and we're constantly exploring ways to minimise the environmental impact of our construction activities. For example, using AI-enabled noise and dust monitors to mitigate impacts upon our neighbours and automatic Pollution Containment Valves that activate when water quality thresholds are detected, reducing the risk of pollution. We strive to leave a positive environmental legacy by implementing biodiversity enhancement opportunities at every phase of our work. We will continue to seek innovative ways to reduce our impact and maximise opportunities to leave the areas we work in better than we found them."

Materials

Materials will be stored/ used to prevent wastage. Fuel, energy, and water will be used efficiently to reduce our carbon and water footprints.

Manage Risk

All sites will identify, assess and manage their environmental risks.

Water

Site discharges will be authorised by competent site personnel to prevent pollution of surface water/groundwater.

Waste

Waste will be segregated. Duty of care requirements must be in place - transfer notes completed, waste carrier registrations verified, and disposal site permits, licences and exemptions obtained.

Biodiversity

Works will be planned/conducted to avoid harm to protected flora/fauna. A competent ecologist will be consulted prior to ecologically sensitive works commencing.

Nuisance

Nuisance impacts on our neighbours (noise, odour, dust, traffic, vibration and light) will be minimised by adopting Best Practicable Means and will adhere to Council guidelines. Works will not breach permitted working hours without prior approval.

Hazardous Materials

Hazardous materials will be stored/used correctly to avoid pollution. A spill response plan will be in place with trained spill responders on-site.

Cultural Heritage

Works on or near heritage sites / buildings / landscapes will be approved by competent personnel and conducted to prevent unauthorised damage.

ESG GOVERNANCE

Our Sustainability Strategy ensures we leave a lasting, positive legacy for the people we collaborate with, the communities we serve, and the world in which we operate. By partnering with our supply chain, customers, and communities to make responsible, sustainable choices, we can significantly enhance our environmental impact.

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GROUP BOARD

Winvic Group Ltd's Board is responsible for corporate governance, setting the practices, processes, values and rules by which the company is directed, guided and controlled.

CONSTRUCTION BOARD

Responsible for day-to-day leadership and operational management of the core business, Winvic Construction Ltd's Board develops and executes the company strategy and defines our construction priorities. Overseeing the status and progress of Winvic Construction and its objectives to ensure successful achievement of results.

SUSTAINABILITY LEADERSHIP TEAM

Our Sustainability Leadership Team is responsible for the development and delivery of Winvic's Sustainability Strategy. They review and monitor progress against the Strategy and ensure accountability at Board level. The team liaises closely with the Board and is in place to implement the business' strategic sustainability aims and priorities whilst being empowered to approve sustainability initiatives and innovation ideas brought forward through the pillar working groups.

SUSTAINABILITY PILLAR WORKING GROUPS

Each of the four pillar working groups have nominated group leaders who are responsible for setting the ambitions and targets and developing initiatives to meet these. They measure progress against these KPIs annually and review / adjust accordingly to ensure continuous improvement.

SOCIAL RESPONSIBILITY TEAM

Our dedicated Social Responsibility Team provide knowledge and expertise to drive social value delivery across Winvic and our projects. Working closely across all stakeholders - from our project and procurement teams to our supply chain and clients – to embed, measure, report and deliver on agreed social value measures and initiatives. Supported by internal KPIs and external project targets, everyone strives to achieve the best possible outcomes and create a meaningful positive legacy.

SUSTAINABILITY TEAM

Our inhouse Sustainability Team is responsible for providing expertise to our project teams, clients and supply chain partners to enable sustainability to be embedded into the full project lifecycle. Working closely with the Sustainability Leadership Team they focus on operational processes reflecting our Sustainability Strategy.

ENVIRONMENTAL TEAM

Our in-house Environmental Team embeds sustainability into every project, ensuring compliance, risk mitigation, and enhanced environmental performance. Committed to the highest standards, they collaborate across all sectors to uphold regulations, drive continuous improvement, and support broader sustainability goals.

ACCREDITATIONS AND AUDITS FOR ENVIRONMENTAL ACCOUNTABILITY:

At Winvic, we collaborate internally across our site teams and externally with our supply chain, suppliers and clients to uphold the highest environmental and sustainability standards, ensuring we remain at the forefront of ESG best practice. We're proud to be certified to PAS 2080 carbon management for buildings and infrastructure, EcoVadis Silver Standard and the globally recognised Achilles Carbon Reduce Programme in line with ISO 14064-1. Additionally, our sustainability reporting now includes the Task Force on Climate-Related Financial Disclosures (TCFD) reporting, in addition to Streamlined Energy Carbon Reporting (SECR) and Energy Savings and Opportunities Scheme (ESOS). We are also certified and registered by Alcumus ISOQAR under the internationally recognised ISO14001 Environmental Management Standard.

As part of our commitment to environmental excellence, and compliance with ISO14001 certification, we conduct audits across our sites to ensure accountability, consistency and enhance environmental capabilities. Each project undergoes at least one environmental audit, with additional audits based on project scope and location. Conducted by qualified auditors holding IRCA EMS Lead Auditor certification (or equivalent), these assessments reinforce best practices, risk mitigation, and long-term sustainability improvements in our operations.

ISO 14001 Audit Performance Overview:

Year	Total Audits	Industrial	Civils	Multiroom
2022	3	1	1	1
2023	7	4	2	1
2024	11	7	1	3

By aligning our internal audits with ISO 14001 principles, we are embedding a culture of environmental responsibility across all our projects. This approach allows us to identify and address environmental risks, drive sustainability improvements, and set new industry benchmarks for responsible construction practices.

OUR COMMITMENT TO DECARBONISING OUR OPERATIONS AND VALUE CHAIN

Our approach to Sustainability ensures evolving best practice strategy across all our activities, extending beyond the construction projects we deliver, and supporting our whole value chain to achieve their sustainable goals.

Scope 3 will be our largest emission source, and we recognise the important role we play in influencing emissions reductions within our supply chain. As we advance in providing sustainable buildings and infrastructure for our clients, we remain committed to upskilling and strengthening our Green Supply Chain (GSC) partnerships, which is essential to achieve significant reductions in both the embodied carbon of projects, and our overall Scope 3 emissions.

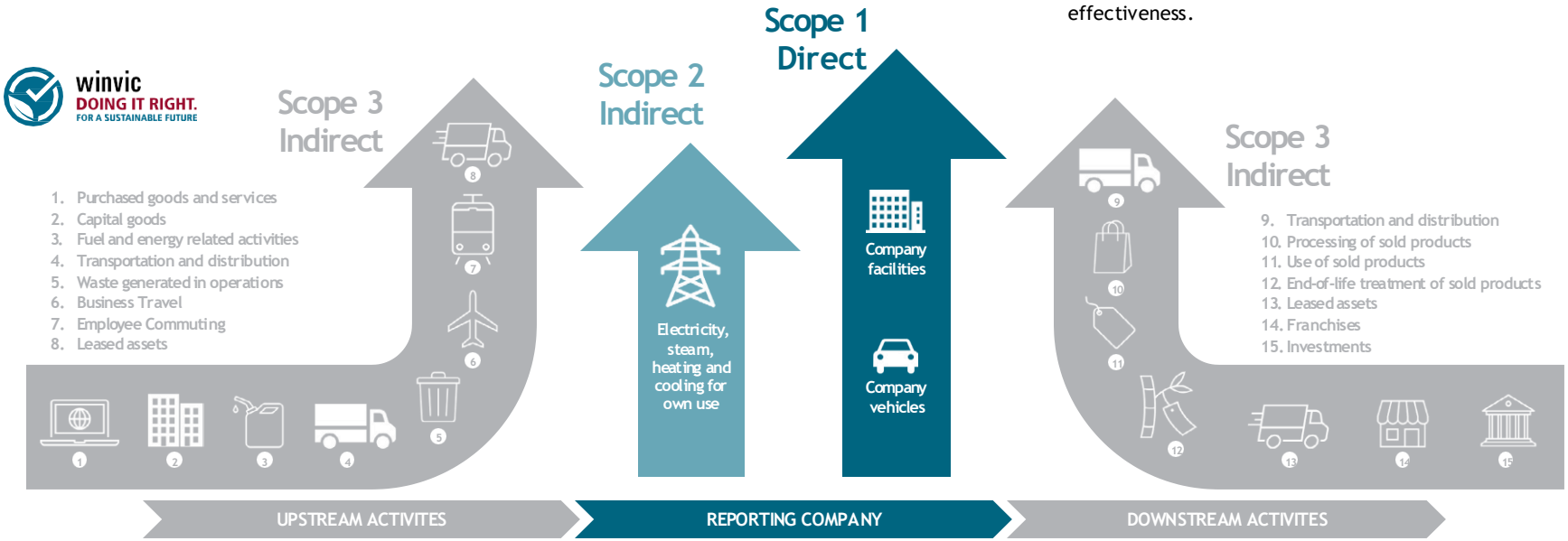
Since 2021, we have been educating and upskilling our GSC on sustainability and ESG through regular communications and bi-annual workshops. In 2024, We onboarded another cohort of subcontractors, taking the total to 80. We have now finished the first phase of calculating our supply chain partners' Scope 1, 2 and 3 GHG emissions, covering categories 1-9 for our top 65 suppliers, following the collection of primary data.

These partners are now undergoing third-party verification of their carbon footprint data to ensure compliance with ISO 14064-1. Once verified, this data will be integrated into our Scope 3 emissions reporting, enabling us to conduct a comprehensive Scope 3 screening with Achilles, to target further reductions in collaboration with our supply chain.

Our in-house expertise in Life Cycle Assessments (LCAs) is built on best practices derived from 144 completed assessments, including embodied carbon calculations for 84 industrial projects. We have seamlessly integrated this knowledge into our LCA processes across the Multiroom, Civils, and Infrastructure sectors, ensuring a more informed and impactful approach to sustainability. These assessments play a pivotal role in guiding decisions related to procurement and construction practices.

Winvic has extensive experience conducting LCAs for our Industrial and Logistics projects using OneClick LCA, an advanced online software tool that enables detailed, cradle-to-grave carbon assessments. This system tracks carbon emissions across multiple stages (A-C), from raw material extraction and manufacturing to end-of-life disposal.

By leveraging the insights, we identify critical carbon hotspot areas and implement targeted reduction measures throughout the project. Through value engineering and careful design choices, starting from early RIBA Stage 3 LCAs, we prioritise materials and products with longer life cycles, enhancing sustainability without compromising on performance or cost-effectiveness.



SDG PROGRESS

As part of our Sustainability and ESG Strategy, we annually measure our performance against our KPIs targets. To maximise positive environmental, social, and economic outcomes, where required we stretch these targets to drive continuous improvement. The SDGs within our Planet Pillar specifically address our environmental impact, recognising climate risks and the necessary actions to align our efforts with industry standards and global sustainability goals . Each Pillar and sustainable goal area supports one or more of the UN SDGs, as outlined below:

As part of our 'Energy and Emissions' sustainable goal area, considerable strides have been made in achieving our KPI targets. We have successfully transitioned our head offices to procure 100% of its energy through a renewable clean energy tariff. We are currently targeting our project sites to be powered off green energy, fossil fuel alternatives and renewable sources, including increasing our use of hydrogen and solar photovoltaics, which you can read more about on page 11.

Innovation is one of Winvic's four core pillars of its Sustainability and ESG Strategy, driving pioneering product solutions, materials and construction practices throughout our operations. We are working together with our value chain to promote sustainable and responsible construction. Winvic invests £5m annually in R&D activities, leading to a proven track record in innovation, such as our Innovate UK funded project to use AI to improve site safety, efficiency, and productivity. This minimises fuel consumption and emissions, contributing to carbon savings. In addition, our sustainable management system processes are geared to providing a structured approach to innovative problem-solving, and continuous improvement.

We are targeting sustainable consumption. Through our 'Materials' Sustainable Goal Area, we focus on sourcing materials sustainably and ethically, incorporating the whole life cycle impact of materials into procurement decisions. Wherever feasible, we will enhance circular economy principles and prioritise material selection which are re-used or recycled. We actively track sustainable materials usage through our Planet Pillar KPIs, measuring carbon savings via material regeneration on-site. Material regeneration refers to the on-site recovery, treatment, and reuse of existing building materials. Instead of transporting demolition waste off-site and sourcing new materials, these materials are regenerated, processed and reused for new construction purposes.

We recognise the increasing global temperatures, and the pace and scale of carbon reduction needed to avoid escalating climate change risks. Every year we measure and report our GHG emissions, including Scope 3 categories associated with our business activities. This allows us to identify the most significant areas in our value chain to focus on reducing emissions. Our strategy describes the key areas where we focus our efforts in order to meet our ambition to decarbonise our business operations. We recognise that we have an important role to play in influencing emissions reduction throughout our value chain. We have successfully reduced our normalised Scope 1 and Scope 2 emissions by 6% (using full time employee intensity metric) and are targeting further reductions of 12% by end of 2025. Find out more about our emissions reductions on page 10.

We are enhancing biodiversity across projects through habitat restoration, planting initiatives and creating habitat conservation on site, while committing to Biodiversity Net Gain (BNG) in collaboration with our valued clients. Progress is measured through biodiversity focused KPIs, with a target of 30 enhancement projects by 2030, building on the five completed in 2023. Read more about our environmental case studies on page 18 and our work with CWR on page 14.

ENERGY AND EMISSIONS

Carbon reduction remains a key focus, and we're working tirelessly across every area of our business to not only deliver sustainable projects that exceed our clients' expectations. In November 2024, we refreshed our Sustainability Strategy, and we were excited for Winvic to operate as a carbon neutral business from the end of 2025. This decision will align with our commitment to set targets in-line with Science Based Targets initiatives (SBTis) – see our roadmap on page 32.

We started measuring our Greenhouse Gas (GHG) emissions in 2012 and have since achieved our ISO14064-1 certification, undertaken with Toitū Achilles Carbon Reduce Programme for three consecutive years. This globally recognised, third-party verified certification is aligned with SBTis and industry best practice for carbon emissions measuring and reporting.

Each year we seek to improve and progress our approach to carbon reporting, in 2024 we continued to transition our data collection methods to 'supplier specific' and expanded the Scope 3 upstream sub-categories we include. We measure mandatory Scope 1 and 2 emissions for Streamlined Energy Carbon Reporting (SECR) compliance, as well as Scope 3 categories covering 1,3-9.

	2022	2023	2024
TCO2e/FTE (Full Time Employee	26.8	22.9	22.8
Total tCO2e	12354	12291.4	12376.9
Nr of FTE	464	537	543

By aligning our reporting with PPN06 requirements, rather than just the mandatory Scope 3 categories ensures we are making the greatest possible impact in reducing emissions across our business and supply chains. We also report the operational data from across all our sites and head offices, reinforcing our commitment transparent reporting, required to gain our ISO14064-1 certification. This approach delivers crucial insights which we can act upon, to take leaps in reducing our carbon footprint, following the pathway to Net Zero.

When measuring our electricity-related emissions, we apply both location-based and market-based reporting methodologies. Location-based reporting uses the standard UK electricity emission factor (DEFRA – Global Warming Potential (GWP)), while market-based reporting accounts for our renewable energy procurement and contractual agreements. By reporting on our electricity usage for YE24 using the market-based approach, we have achieved a 197.59 tCO2e reduction compared to the location-based method - demonstrating the impact of our commitment to renewable energy. Aligned with our sustainability targets, we are on track to procure 100% green electricity across our sites by 2028 reinforcing our drive towards a low-carbon future.

We offer a variety of green travel alternative schemes for our employees to embrace a more sustainable lifestyle both in and out of work. Our cycle-to-work scheme gives employees the opportunity to lease a bike and spread the cost over several months through salary sacrifice, making it accessible to everybody. Our green car Scheme encourages employees to adopt electric and hybrid vehicles, reinforcing our commitment to a greener, more sustainable transport network. By December 2024, 5% of our workforce had transitioned to EV or hybrid vehicles for commuting, contributing to a 33.6 tCO2e reduction in Scope 3 emissions. To further support the shift to low-carbon transportation, we have expanded EV infrastructure at our head offices, increasing the number of EV charging points to accommodate seven charging spaces.

LOW CARBON SOLUTIONS

We have identified that fuel and business mileage are two key emission source hotspots and have been proactively adopting low carbon and cutting-edge innovative solutions to minimise our impact on the environment. We are committed to continuously advancing sustainable solutions, and strive to make meaningful, measurable contributions and set new benchmarks for environmental responsibility through green investment and research and development.

We have also rolled out and implemented innovative low carbon initiatives across the business, to achieve our targets and reduce our carbon footprint, enhance efficiencies, and drive innovation in the industry:

GREEN ENERGY TARIFFS:
We are actively sourcing renewable energy through green energy tariffs. We have successfully secured 100% green electricity for our head offices, with 24% of the electricity powering our project sites procured from renewable sources. In the past year (YE24), this shift has resulted in a reduction of 35 tCO2e at our head office compared to a standard tariff.

HYDROGEN:
We are exploring cleaner energy and the adoption of hydrogen powered technology to reduce our reliance on traditional fossil fuels. This includes hydrogen-powered equipment and vehicles on select sites, as well as a 12-week trial at STN6, SEGRO Logistics Park Northampton, where site cabins are being powered by hydrogen energy, with estimated saving of 8tCO2e per week.

Hydrogen power technology uses green hydrogen, produced through electrolysis using renewable energy, to generate clean electricity via hydrogen fuel cells - with only water and heat as byproducts rather than harmful pollutants

AUTOMATED MONITORING, PROCESS AND DATA (AMPD):
Through smarter energy management, we are tracking real-time data to monitor energy use and emissions. Switching to electric and battery back-up energy storage systems mean we can track and reduce our carbon footprint more effectively. On our Multiroom project at Lancaster Street, Birmingham, this innovative approach is expected to achieve an annual carbon reduction of 121 tCO2e.

LIQUID PETROLEUM GAS (LPG):
As part of our commitment to sustainable energy procurement, LPG - a lower carbon fuel alternative - helps minimise emissions during the construction phase of our projects. Trials at a site in Darlington have resulted in a 44tCO2e reduction over 22 weeks, reducing reliance on white diesel.

ELECTRIC POWERED & BATTERY BACKUP GENERATORS:
To further reduce emissions from temporary site operations, we have been transitioning to battery backup generators. Where a direct grid connection is not feasible, these low-carbon alternatives provide a more sustainable and reliable energy source, minimising reliance on fossil fuels while ensuring uninterrupted operations.

HYBRID AND ELECTRIC MACHINERY:
We are actively encouraging the supply chain to use hybrid and electric plant and machinery, with Collins Earthworks and Wordsworth Excavations deploying fully electric trucks on Winvic sites.

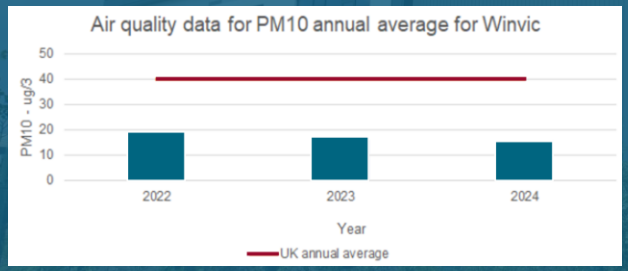
PHOTOVOLTAICS (PV):
We are harnessing solar energy to increase sustainability across head office and sites, to power site cabins through the use of expanded PV solar panels systems.

AIR AND LIGHT POLLUTION

AIR POLLUTION:

We are committed to monitoring and reducing our air pollution, to ensure compliance with the UK Air Quality Standards Regulations (2010) and best practices in environmental management. Our monitoring of PM10 (particular matter) emissions, follows UK government air quality standards to minimise airborne particular matter from our construction activities, ensuring this does not rise above industry average of 40ug/3.

We have consistently maintained PM10 average emissions below the UK annual average, with monitoring data over the previous three years showing a steady reduction in PM10 levels from 2022 to 2024, reflecting the effectiveness of our emissions control measures. Our proactive approach to carbon reduction has resulted in a decline in other particular matter through the low carbon solutions discussed on page 11.



By implementing dust suppression techniques, efficient construction methods and sustainable site management, we have successfully reduced particulate matter. We strive to reduce pollutants from our construction sites and operations, and this downward trend highlights our proactive approach to minimising harmful air pollutants - such as PM10s - ensuring a positive impact on local air quality.

LIGHT POLLUTION:

To mitigate light pollution, we implement targeted controls, including directing site lighting downward to minimise spill light and disruption to neighbours and wildlife. We use specifically designed lighting to prevent unnecessary light spread, keeping the main beam angle below 70° to reduce glare.

Lighting is minimised or switched off during site inactivity and hoarding or barriers are installed where necessary to shield activities.

Our approach ensures responsible site lighting while maintaining safety.

WASTE MANAGEMENT & CIRCULAR ECONOMY

Our waste strategy is designed to minimise environmental impact, prioritising waste reduction, elimination, and resource efficiency through circular economy principles. By collaborating closely with our supply chain, we have consistently maintained industry-leading waste diversion rates, with over 98% of waste redirected from landfill through reuse, recovery, and recycling initiatives. Achieving our 2023 waste diversion target has driven us to set even more ambitious goals in our Sustainability and ESG Strategy, targeting 99% waste diverted from landfill by 2030. Through innovative waste management solutions, we continue to enhance sustainability performance across all our projects.

	2022 Achieved	2023 Achieved	2024 Achieved	2030 Target
Diverted from landfill (%)	97.08%	72.1%	98.80%	99%
Landfill (tonnes)	466	4847	221.75	-
Diverted from landfill (tonnes)	15512	12556.7	18283.02	-

SUSTAINABLE WASTE INITIATIVES

Throughout 2023/2024, as part of our updated skip strategy, we have collaborated closely with our waste carriers to align with our Sustainability and ESG Strategy, ensuring that at a minimum 98% of waste across our project sites is diverted from landfill. To strengthen this commitment, we have implemented an updated waste management strategy focused on streamlining suppliers, improving communication, and refining reporting processes. This approach maximises recycling and reuse rates while delivering the most granular data - audited under our ISO14064-1 accreditation - to transparently communicate our progress and achievements.

Working closely with our supply chain and GSC partners, we have introduced waste reduction initiatives across our sites, aimed at prioritising waste minimisation and maximising reuse. Our subcontractors have transitioned to using foil and cardboard packaging wherever possible, instead of traditional single-use plastic packaged deliveries. This alternative packaging has been designed to compress as it's used, drastically reducing the volume of waste produced. In addition to reducing packaging waste, our supply chain has embraced take back schemes, which allow for return and reuse of packaging materials such as wooden pallets and bearers. This ensures that valuable resources are not discarded, but instead reused, contributing to our circular economy principles where materials continue to have value at the end of their initial use. This closed loop system plays a vital role in minimising waste.

SUSTAINABLE ON-SITE WASTE INITIATIVES

We are proud to continue our partnership with **Community Wood Recycling (CWR)**, a social enterprise that recycles, reuses, and repurposes waste timber. It's a partnership that not only helps reduce waste but also supports local communities by providing meaningful employment and training opportunities for disadvantaged people. Through CWR, people gain valuable new skills, empowering them to overcome barriers to employment, and contributing to our overarching goal of achieving a net-zero waste future. Together, our efforts have had significant social and environmental impact. Up to 2024, we have helped divert 221.3 tonnes of timber from landfill, contributing to the creation of 2.5 paid jobs and providing training to 3.5 individuals. As a result, we've saved 110 tCO2e, ensuring the waste wood collected is fully recycled and given a second life.

	2022	2023	2024
Rescued from the waste stream	45.9 tonnes	53.7 tonnes	48.6 tonnes
Paid Jobs Created	0.5	0.6	0.5
People Trained	0.8	0.9	0.8
C02 Saved	23.0 tonnes	27.0 tonnes	24.0

Innovation continues to drive our waste minimisation efforts, by working with our supply chain to reduce waste across all operations. Our cladding subcontractor have showcased ToughCAD across our sites, a supplier of 100% waterproof, fully recyclable project documentation. Traditionally, project drawings, posters and information sheets have been printed and laminated, ToughCAD's durable and reusable solution have been reducing waste whilst improving the efficiency and sustainability of onsite operations.

These initiatives, alongside ongoing collaborative efforts to explore new and innovative ways to improve circularity of materials and waste management, showcasing our dedication to sustainable practices, and our investment into long-term practices to achieve our waste reduction goals.

HAZARDOUS WASTE

In 2024, Winvic maintained its commitment to responsible waste management, ensuring 100% of hazardous waste - totalling 4.843 tonnes - was successfully recycled. Through rigorous waste segregation, safe disposal practices and collaboration with our supply chain, we prevent contamination, minimise environmental harm, and comply with legal regulations.

Hazardous waste, including flammable liquids, chemicals, and contaminated soil, is carefully identified, handled, and disposed of separately from non-hazardous materials. By following strict labelling and containment procedures and using enclosed skips where necessary, we reduce risks to water sources, habitats, and human health. Our dedication to best practices in hazardous waste management reinforces sustainability and regulatory compliance across all our projects.

To further enhance safety, Winvic ensures all hazardous materials are managed in compliance with the Control of Substances Hazardous to Health (COSHH) regulations and have a variety of Spill Kits available across our sites. This includes the secure storage and handling of hazardous substances on-site, with dedicated COSHH storage areas that are clearly labelled and equip with the appropriate safety measures.

Year End	Hazardous Waste (tonnes)
2022	5.01
2023	6.00
2024	4.84

SOIL MANAGEMENT

Our approach to soil management prioritises the protection and sustainable use of site-won materials, beginning with ecological surveys conducted prior to any soil stripping activities. These surveys help to minimise environmental disruption and ensure compliance with regulatory requirements. Wherever possible, soils are retained and reused on site, reducing the need for external sourcing and disposal.

Topsoil management is undertaken in accordance with a formal topsoil management plan - either consultant-led or developed internally - to ensure best practice in the handling, preservation, and reuse of materials. Soils are characterised and stockpiled based on type and quality, with stockpiles constructed in line with British Standards (e.g., limited to 2-3m in height and approximately 500m^3 in volume).

Regular turning of stockpiles prevents anaerobic conditions and degradation of soil quality. Prior to reuse, materials are retested to confirm their suitability. Where necessary, decompaction is carried out during reinstatement to reduce over-compaction, particularly on level ground, with specific consideration given to sloped areas to maintain stability.

A range of control measures are implemented to mitigate environmental impacts during construction. These include the installation of silt control measures - such as cut-off ditches, berms, and silt fences - to prevent sediment runoff and protect surrounding watercourses. Soil inspections are routinely undertaken to classify materials (e.g., topsoil, subsoil, contaminated soils), enabling effective segregation and management.

Through our Environmental Management System (EMS), we provide clear guidance and resources to employees and subcontractors on best practices for soil conservation. This includes promoting the use of low ground pressure equipment, reducing vehicular movement, and encouraging methods that minimise soil compaction.

These efforts are integral to maintaining soil quality, supporting ecological outcomes, and reducing the environmental footprint of our construction activities.

RESOURCE MANAGEMENT

Managing Soils. **YOU CAN MAKE A DIFFERENCE.**

Soil carries out a range of functions without which human life would not be possible. It provides an environment for plants & food crops to grow by anchoring roots and storing nutrients. Soils contain immense levels of biodiversity and is the largest terrestrial store of carbon; therefore, soils help to regulate the climate.

WHAT SHOULD YOU DO?

- Ensure ecological surveys (for ground nesting birds) have been done prior to soil stripping.
- Retain as much stripped / excavated soils on-site as possible.
- Store topsoils, subsoils and contaminated soils separately.
- Keep soil stockpile heights as low as possible. Ideally, heights should not exceed:
  - 3m for topsoil, and
  - 4m for subsoil.
- Lightly compact soil stockpiles to reduce rainfall penetration and avoid excessive erosion soil losses & maintain structural stability.
- Install silt control methods (cut-off ditches / berms / silt fences) to prevent run-off contaminating surface watercourses.
- Display signage to notify site personnel of the presence of different types of soil stockpiles e.g., topsoils, subsoils and contaminated soils.
- Ensure any surplus soils are removed legally from site - discuss and agree this with Winvic site management.

If you need help or further information, please contact Winvic site management.

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ECOLOGY AND BIODIVERSITY MANAGEMENT

We are committed to enhancing biodiversity and delivering long-term ecological benefits through our projects, contributing to local conservation efforts and supporting ecosystems. We recognise our responsibility to work in partnership with clients to meet the Biodiversity Net Gain (BNG) requirements set forth under the Environment Act 2021.

Our Environmental Management System (EMS), certified to ISO 14001, includes environmental procedures, forms, guidance notes, and a comprehensive set of toolbox talks. These resources ensure our teams are equip with the knowledge and tools to integrate nature-positive solutions and enhance biodiversity in the projects we deliver. Our Ecological Management Working Practice (WI04) addresses key areas such as biodiversity and invasive species management. Additionally, all Winvic projects undergo an environmental risk assessment to identify potential ecological impacts, minimise disruptions to ecosystems, and enhance the site's ecological value. These assessments are reviewed monthly to evaluate their effectiveness and adapt strategies as needed.

In collaboration with our clients, we also comply with certification schemes like BREEAM, WELL, and CEEQUAL, which promote the ecological mitigation hierarchy:

· Avoidance: Prevent harm to biodiversity through thoughtful design and construction.
· Minimisation: Implement actions to reduce negative effects on ecological resources.
· Compensation: Address any residual biodiversity impacts that cannot be avoided or minimised, working with clients, local organisations, and councils to achieve BNG objectives.

As part of our developments planning process, a Phase 1 Habitat Survey is undertaken on all Winvic projects to assess the site's ecological value. These surveys inform our mitigation strategies and help achieve BREEAM 'Outstanding' and 'Excellent' ratings, whilst also supporting clients in meeting their BNG targets and integrate nature-positive solutions into their developments.

We also participate in the Construction Industry Research and Information Association's (CIRIAs) BIG Challenge initiative, which promotes biodiversity enhancement as part of our "Doing it Right" behavioral change strategy. While the implementation of BIG Challenge initiatives is not mandatory for our operational teams, it is strongly encouraged to enhance a company-wide commitment to biodiversity management.

In addition to site-specific initiatives, we explore opportunities for biodiversity enhancement through local community projects during the construction phase. Our 2024 Sustainability and ESG Strategy highlights that we have successfully rolled out five initiatives across various projects. Through our Planet Pillar Sustainable Working Group, we are trialing more initiatives to reach our target of 15 by end of 2025 and to build a comprehensive portfolio of ecology enhancement opportunities, supporting the achievement of BNG across our projects.

ECOLOGY AND BIODIVERSITY CASE STUDIES

BIODIVERSITY AND ENVIRONMETAL STEWARDSHIP AT BOURNE QUARTER:

As part of our commitment to biodiversity and environmental stewardship, we successfully delivered a BNG as part of a recent scheme in Cambridge. The project achieved a net gain of +2.1 habitat units, representing a +34% increase, alongside a net gain of +5 hedgerow units. Through carefully planned ecological enhancements, we improved habitat quality, increased biodiversity, and contributed to long-term ecosystem resilience.

Key biodiversity enhancements included the restoration of a 480m drainage channel, transforming a previously culverted waterway into a thriving open water habitat for aquatic biodiversity and wetland species.

Woodland habitats were also enriched, establishing 0.45 hectares of new woodland, replacing low biodiverse value Leyland cypress with native trees, beneficial to bird species including red-listed mistle thrush and starling, as well as foraging bats. A total of 202 trees – compromising a mix of deciduous and evergreen species – were planted to enhance foraging opportunities for birds and insects. To support local wildlife, we installed 51 triple-cavity swift nest boxes (providing 153 nesting locations) and three swift calling devices to attract swifts, alongside 4 bat boxes and 25 Woodstone insect blocks to enhance invertebrate habitats.

0.45 hectares of new woodland established to support local habitat

ENHANCING HABITATS AT BARDON HILL:

As part of the Bardon Hill development, Winvic took proactive steps to protect and enhance local biodiversity. During the construction phase, existing habitats of ecological significance - including broadleaved woodland, marshy grassland, and semi-improved grassland - were carefully monitored and maintained. To further support local wildlife, several biodiversity enhancements were implemented.

These included the creation of a wildlife pond and two balancing ponds with aquatic plants and wet grassland, providing a sustainable habitat for Great Crested Newts. Additional features such as hibernacula and log piles were introduced to support invertebrate populations, while permanent amphibian fencing was installed to prevent species migration and ensure habitat stability.

ENRICHING WILDLIFE IN BLETCHLEY:

The ecological design strategy included the installation of a hedgehog house in a secluded area near the five-storey building. This location was chosen due to the availability of surrounding vegetation, providing hedgehogs with natural resources to make the wooden house their home. Additionally, 40 swift boxes were strategically placed on the western, northern, and eastern elevations of the development. These were installed over six metres above ground level and under eaves, ensuring clear access and a safe drop. The boxes were grouped closely together, as swifts are colonial nesters.

Tree & Shrub Planting: A total of 22 trees and 1,213 shrubs were planted across the site to enhance biodiversity and create a green, thriving environment. Between the south-east and south-west of the buildings, a bee brick has been installed in an area near vegetation suitable for bees to forage.

The local bees and other invertebrates will also benefit from green rooftops, while birds and bats will find food sources among the thriving insect populations. To further attract wildlife, a native wildflower and sedum species planting mix was used throughout the site.

Committed to leaving a lasting positive legacy, we engaged with schools and colleges within Bletchley and Milton Keynes including hosting Year 5 primary school students, where they were provided with an introduction to construction and engaging activities such as spot the skills, designing their own apartment and a brickwork activity. Decorated bricks were incorporated in the wall on the podium slab.

Enhancing biodiversity

Curriculum engagement

ECOLOGY AND BIODIVERSITY CASE STUDIES (CONTINUED)

COLLABORATIVE ECOLOGICAL MANAGEMENT AT DONCASTER:
In partnership with our Green Supply Chain and the local council, Winvic provided suitable new habitats for reptiles displaced from the development site. In collaboration with our GSC partners - Wordsworth Excavations - ecological enhancements including constructing six hibernacula alongside (in addition to 5 that were already present) to offer essential refuge and basking areas for relocated reptiles. The species were able to thrive in their new home due to rough grasslands, tall ruderal vegetation and a balancing pond, housing many populations of common lizards. This demonstrates how collaboration can drive implementation of biodiversity management principles, and knowledge sharing across the value chain to amplify positive impact and sustainable development outcomes.

Beyond reptile conservation, additional biodiversity opportunities were highlighted and mitigated through the Phase 1 Habitat Survey and integrated into the site. Eight individual trees, existing hedgerow and shrubs were all retained, and to enhance ecological value, 41 new trees and shrubs were introduced, while four bird boxes and six bat boxes were installed to support local wildlife.

BIODIVERSITY AND ECOLOGY AT MERCIA PARK:
Mercia showcases a commitment to ecological enhancement through strategic biodiversity initiatives. We delivered a range of ecology practices, including the planting of 14, 465 trees – compromising of cherry trees, semi-mature specimens, conifers, and oaks – helping to establish 30 acres of new woodland. A 4m x 4m timber swallow nesting structure was installed, designed to replicate a small barn with artificial nesting cups. A total of 28 bird boxes were installed designed to support a variety of birds, including sparrows, owls, starlings and robins. 48 bat boxes were also installed on mature trees along the northern boundary, ensuring easy access to rural habitats,.

Further enhancements included two Sustainable Urban Drainage Systems (SUDS) ponds to promote amphibian breeding, as well as naturally improving water quality by filtering pollutants before they enter natural watercourses. Other ecology-conscious features including, a permanent wet pond with a wildflower wetland meadow, 28,696 shrubs, 3,654 climbers and wildflower meadow areas were also integrated into the landscaping and design of the development.

WATER MANAGEMENT

As part of our updated Sustainability Policy, we are dedicated to the ongoing reduction and optimisation of water consumption across our head offices and project sites, with clear commitments to monitor, measure, and mitigate water use.
Since 2022 we've actively lowered our water footprint despite business growth and expanding our office space and Full Time Employees (FTEs). Our third party audited ISO14064-1 accounts demonstrates water efficiencies have been undertaken, with water use per FTE decreasing from 612m^3 to 31m^3 between our baseline year of 2022 to 2024. This progress reflects our commitment to optimising water consumption and ensuring efficient use - and reuse - across all sites. Additionally, we embed water conservation awareness into employee inductions and reinforce it through on-site and office signage, and environmental library of 52 Toolbox Talks (TBTs) to promote a culture of responsibility and includes sustainable water management along with other environmental risks.

	2022	2023	2024
Water: Head Office (m3)	655	1,424	2830
Water: All Sites (m3)	16,248	15,682	14,432
Nr of FTE	464	537	567
Water Footprint per FTE (m3)	36	32	31

Across our sites, we deploy advanced technologies and best practices to minimise water consumption and prevent pollution from site runoff and dewatering activities. Measures such as vegetated buffer zones, cut-off ditches, silt fences, settlement tanks, and clarifiers help protect local watercourses. To further reduce reliance on mains water, balancing ponds, Sustainable Urban Drainage Systems (SuDS), and water capture initiatives are implemented for dust suppression and wheel washing. Concrete washout processes utilise Kelly Tank systems, recycling water to minimise waste, while settled road sweeping waters are repurposed in line with Environmental Agency (EA) guidelines.

At our Northampton Gateway scheme, we have two discharge water points where water readings are taken and recorded on a water quality form (E07). Innovative technology, such as water quality monitors, measure and capture data on the ph and Total Suspended Soil (TSS) levels and notify site teams if any issues with the water quality to quickly respond to any incidents.

Our practices to prevent stormwater pollution is reflected in the proactive measures we take to minimise water quality impacts, particularly for watercourse crossings. We implement a range of solutions, including vegetated buffer zones, cut-off ditches, silt fences, settlement tanks, and clarifiers, all designed to ensure water management is both effective and efficient from the outset. At our Peddimore site, in Birmingham, we incorporated water management initiatives such as silt capture channels using flocs and coagulant mats, SuDs ponds, and pipe reactors. To ensure these methods are fully compliant and optimised, we work closely with Frog Environmental, a third-party environmental expert, who conducts settlement testing to determine the precise mix of flocs and coagulants needed. With these results in hand, we procure the required materials and submit a permit to the Environment Agency, ensuring that all necessary precautions are in place to maintain water quality throughout the project.

Since 2017, we have worked with Frog Environmental across our sites, setting out to achieve new benchmarks for water quality standards using sustainable and long-term solutions to mitigate silt pollution and protect nearby watercourses.
Through pioneering sustainable silt management in construction with their 'Rain Ready' water treatment system, in collaboration with us, they're improved water quality, while offering free CPD hours and supporting community initiatives, driving both sustainability and innovation in the industry. This technology received awards for Gold winner in building & construction: pollution and emissions reduction, Silver winner in the innovation and habitat & diversity categories at the Green Apple Awards 2024.

Amit Patel, Senior Environmental Manager at Winvic:

"Our partnership has provided a positive impact through the upskilling and knowledge sharing of issues in relation to silt to our site teams. Frog know how to capture our teams' attention and provide simple but effective solutions, [driving] positive impact … and ensuring we are Doing It Right."

Water usage for our site cabins is also optimised for efficiency through low-flush toilets, percussion taps, and hot water taps in welfare cabins, reducing unnecessary water use. Rainwater harvesting through water butts supports boot-washing systems, and trials with dust suppressants have shown potential for further reducing water demand. We monitor our water usage both in our office and on each and every site to ensure measurable, transparent progress toward sustainable water management.

ENHANCING ENVIRONMENTAL AWARENESS AND TRAINING

We are committed to upskilling our workforce and developing green skills through comprehensive internal training and initiatives. To support continuous learning, we provide access to monthly webinars and resources, enabling our teams to enhance their expertise in sustainability. Through partnerships with industry leaders such as Supply Chain Sustainability School (SCSS), edie, UKGBC, OneClick LCA, and more; employees have access to a wide range of CPD opportunities. This commitment has resulted in over 447 engagement hours on SCSS alone in 2024, reinforcing our dedication to environmental education and leadership.

Our internally run Site Environmental Awareness Training Scheme (SEATS) course, which includes developing our employee's awareness on carbon, ecology, water and waste management. This program ensures our workforce is equipped with the knowledge and skills to implement sustainable practices and drive environmental excellence across all projects.

The collaborative efforts between our HR, Training and Environmental teams meant we delivered a total of 1,070 hours of environmental training to Winvic staff in 2024.

The training that been delivered is covered in the table below for the last three years:

2022	2023	2024
80 people trained	91 people trained	399 people trained

Our site teams are further supported with a library of Environmental Toolbox Talks, encompassing 52 key topic areas, designed to support site teams in educating project teams and supply chain partners on critical environmental issues. Topics covered include wildlife and biodiversity conservation, water management, dust and noise monitoring, carbon emissions reduction, the use of energy-efficient equipment, and more. This is helping to promote sustainable practices and ensure environmentally conscious consideration is prioritised across all stages of the project.

SUSTAINABILITY AND INNOVATION HUB

As part of Winvic's commitment to innovation, we opened the first-of-its-kind onsite Sustainability & Innovation Hub (SIH), which showcases sustainability credentials, digital advancements, and provides creative training opportunities for staff, supply chain partners, and young people.

The Hub features three zones - Sustainability, Innovation, and Learning - including a 360-degree BIM CAVE for immersive VR design models, real-time BIM design collaboration, and health and safety training. It also offers an interactive meeting room, 3D printer, and access to digital Operation and Maintenance Manuals for hands-on learning. The SIH supports both operational use and upskilling, contributing to the development of the next generation of construction professionals in a digital-first industry.

BREEAM

With over 15 years of BREEAM assessment experience, Winvic has consistently applied high sustainability standards across all construction projects. Since 2023 majority of Winvic's developments achieve 'Excellent' and 'Outstanding' BREEAM ratings.

Currently, 61% of Winvic's BREEAM-assessed projects have a dedicated in-house Accredited Professional (AP) overseeing the assessment process, ensuring best practices are embedded from design through to operation. Additionally, 86% of these projects target BREEAM Excellent or Outstanding ratings.

As BREEAM APs, our internal experts provide strategic guidance, securing an automatic three BREEAM credits for every project. This recognition underscores Winvic's advanced expertise in sustainability processes and sets our projects on the path to achieving the highest possible ratings, placing projects in the starting block for an 'Excellent' or 'Outstanding' rating on every project. Our design managers have considerable experience of sustainable developments and Simplified Building Energy Model (SBEM) assessments are undertaken so that energy consumption can be analysed, and designs fine-tuned for optimum efficiencies.

Projects delivered up to December 2024:

17 Outstanding

118 Excellent

167 Very Good

In 2024, we surpassed our sustainability KPI targets:

62% of projects were awarded a BREEAM rating, exceeding our initial 40% goal.

93% of industrial buildings achieved an EPC A rating, surpassing our 73% target.

Total Completed Projects since Feb 2022- 2025:

Rating	Number	%
Good	0	0%
Very Good	36	30%
Excellent	80	66%
Outstanding	6	5%
Total with Rating	**122**	**100%**

BREEAM CASE STUDY: OUTSTANDING SUSTAINABLE PROJECT

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 are committed to implementing innovative solutions that enhance sustainable, social and environmental performance. Our latest project exemplifies our dedication to reducing carbon emissions, improving energy efficiency, and promoting sustainable development through BREEAM best practices.

Case Study - Ellesmere Port

- BREEAM 2018 (V3) Rating: **Outstanding (87%)**
- Assessor Organisation: Winvic Construction
- Architect: Webb Gray Architects
- Developer name: Stoford Properties
- Property Owner: Stoford Properties
- Site Name: Ellesmere Port Warehouse
- Building Floor Area: 69,129 m2

Driving Sustainable Innovation: *This project exemplifies our commitment to sustainability through energy-efficient design, biodiversity enhancements, waste reduction, and sustainable transport solutions. By aligning with BREEAM principles, we continue to excel in delivering responsible construction projects, setting new industry standards for environmental performance.*

BREEAM Rating

	Credits available	Credits achieved	% Credits achieved	Weighting	Category score
Man	18.0	16.0	88.89%	11.00%	9.77%
Hea	10.0	8.0	80.00%	8.00%	6.40%
Ene	21.0	17.0	80.95%	14.00%	11.33%
Tra	12.0	9.0	75.00%	11.50%	8.62%
Wat	8.0	8.0	100.00%	7.00%	7.00%
Mat	14.0	8.0	57.14%	17.50%	10.00%
Wst	9.0	8.0	88.89%	7.00%	6.22%
LE	13.0	12.0	92.31%	15.00%	13.84%
Pol	12.0	9.0	75.00%	9.00%	6.75%
Inn	10.0	7.0	70.00%	10.00%	7.00%
Total	127.0	102.0	80.31%	-	86.95%
Rating	-	-	-	-	★★★★★ Outstanding

Ecology & Biodiversity:
Implemented biodiverse planting and new green spaces, achieving 18.98% Biodiversity Net Gain (BNG) by working closely with an ecologist to integrate locally valuable species to support native wildlife.

Waste Management:
By focusing on sustainable material sourcing and efficient waste management throughout the project, we achieved 99.2% recycling rate of construction waste.

Sustainable Transport & Wellbeing:
A new outdoor amenity space encourages employees and visitors to remain on-site for recreation and relaxation. The Installation of cycle racks also promote eco-friendly commuting, as well as the EV charging points to support the transition to low-emission transportation.

On-Site Water Conservation:
100% rainwater harvesting system reduces reliance on mains water for tenants, and low water consuming fittings and leak detection systems including shut off values link to presence detectors in toilets to minimise water loss from leaks.

Energy Efficiency & Carbon Reduction (ENE01):
To minimise operational energy demand and carbon emissions, we implemented a range of energy saving solutions:

- Photovoltaic (PV) Systems generating 1730 kWh/m².
- Passive design measures resulting in a 13% reduction in carbon emissions, including optimised rooflights, thermal mass strategies, improved U-values, and enhanced air permeability.
- Solar-controlled glazing to reduce energy demand.
- Heat recovery systems and PV panels for renewable energy integration.
- Achieved a 47% improvement over the target emission rate for carbon, through conducting a workshop with M&E consultants and the client to refine operational energy predictions beyond design-stage modelling, ensuring real-world efficiency improvements.

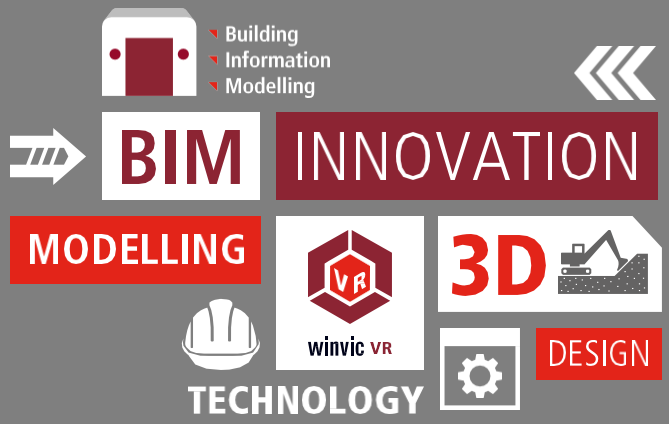
BUILDING INFORMATION MODELLING (BIM)

Winvic's BIM capability is certified through BRE Global's BIM Certification for Business (Certificate Number: BIM10045), underscoring our commitment to leveraging advanced digital technologies for sustainable construction. BIM plays a pivotal role in driving material savings and operational efficiency across the project lifecycle. By incorporating clash detection, we can identify and resolve design conflicts early, reducing costly rework and significantly minimising material waste. We utilise SnagR for comprehensive clash management. This tool allows us to identify, track, and resolve any non-compliant installations, ensuring that issues are flagged and closed out before they impact the project. Managed by our delivery team, SnagR is an integral part of the workflow, enabling seamless communication and collaboration across the entire project team, reinforcing our focus on delivering projects efficiently and sustainably.

Our dedicated BIM team engages with clients from the outset, ensuring their information requirements, objectives, and deliverables are clearly defined. This collaborative approach allows for early involvement of the supply chain and resource mobilisation to meet pre-set Information Exchange Milestones. Additionally, BIM enhances communication with design teams, clients, and suppliers, enabling real-time visualisation of design changes through Virtual Reality (VR). This not only streamlines the design process but also results in more accurate, sustainable, and cost-effective project delivery by eliminating inefficiencies and optimising resource use from the very beginning.

MODERN METHODS OF CONSTRUCTION: We are collaborating closely with our clients and value chain to advance modern methods of construction to drive continuous improvement toward our shared sustainability goals.
For instance, on the Lancaster Street project, we are currently trialing innovations such as skyline cockpit, robotics layout solutions, and electric telehandlers, offering students hands-on experiences with the latest digital tools in the industry. We can also collaborate with clients wanting to advance modern methods of construction to drive continuous improvement toward our shared sustainability goals. Showcasing innovative technologies such as these cutting-edge initiatives to local schools, colleges and communities are key to attracting younger generations into construction and inspiring the next generation of talent. We also host educational staff members to support Continuing Professional Development and demonstrate new initiatives being used on site.

4D PLANNING: Our teams are focusing on amplifying the use of 4D planning for usage throughout the construction phase. This enhances environmental sustainability by optimising project sequencing, reducing waste, and minimising disruptions to natural ecosystems. By integrating time into the 3D BIM model, it allows for precise scheduling of material deliveries, reducing unnecessary transportation and associated carbon emissions. It also helps in planning efficient site logistics, mitigating noise, dust, and pollution by identifying potential environmental risks in advance. Furthermore, 4D simulations support sustainable decision-making by visualising the impact of temporary works, such as road diversions, ensuring minimal disturbance to local communities and wildlife. This proactive approach leads to a more environmentally responsible construction process, aligning with sustainability goals and regulatory compliance.



WIDER INDUSTRY COLLABORATION, ADVOCACY AND ENVIRONMENTAL SERVICE

As part of our unwavering commitment to Sustainability and ESG leadership, we actively share our expertise and insights to drive best practice to shape the future of construction. Through our memberships with leading organisations such as the Building Research Establishment (BRE), UK Green Building Council (UKGBC), Supply Chain Sustainability School (SCSS), Civil Engineering Contractors Association (CECA) and our role as a World Green Building Ambassador, we contribute to advancing sustainable practices and enhancing the built environment's ESG performance. We actively collaborate with industry leaders and stakeholders, and our clients, aligning with initiatives that support our Net Zero goals. We are honoured to be part of industry wide collaboration, where Winvic is playing a leading role in advocating for sustainability, promoting best practices and driving industry change. Our participation ensures that we are not only keeping pace with the latest sustainability trends but also actively shaping them to achieve greater long-term environmental, social and sustainable impact across the construction industry.

Green World Ambassador: A Green World Ambassador is a prestigious title awarded to organisations that demonstrate exceptional commitment to sustainability and environmental best practices. In summer 2024 as a winner of a Green Apple Award, Winvic became a Green World Ambassador, and a trophy was presented for this achievement. Paul Thomas, Winvic's Head of Environment, said: "Identifying the source of potential environmental noise nuisance impacts through conventional analyses of noise monitoring data has previously been difficult and time consuming. Therefore, we wanted to explore up-to-the-minute environmental noise monitoring systems that would assist with reducing onerous data analysis and the potential impacts upon local communities. Being awarded a Green Apple Award for Environmental Best Practice is fantastic news – we're delighted to be 'Doing It Right'."

PARTNERSHIPS & COLLABORATION:

We are proud to be members of a variety of working groups, collaborating with other industry leading organisations across the built environment to maximise impact, drive positive environmental change, identify opportunities and solutions to accelerate sustainable outcomes, and stay up to date with the latest industry advancements.

ESG Working groups:

From 2022 to 2024, our engagement with local community groups and national working groups have grown significantly, strengthening our expertise and ability to deliver greater positive impact.

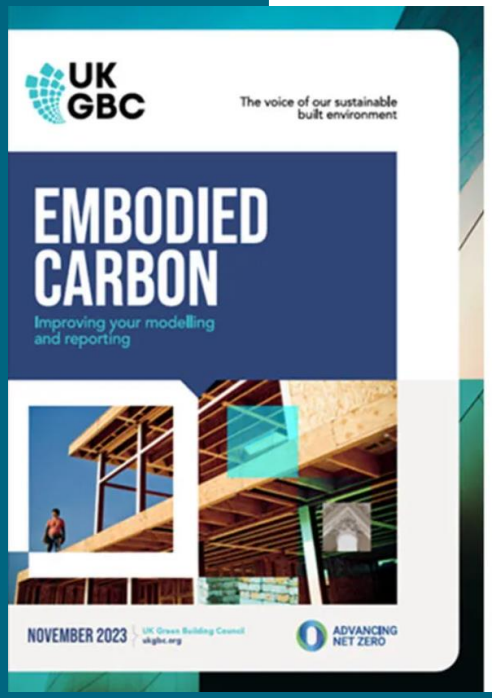
In addition to these working groups, Winvic also sits on a range of Employer Advisory Boards at various schools and colleges nationally, to share information and provide feedback on industry challenges, employer needs and share best practice. We are also part of project specific Employment and Skills working groups to maximise opportunities for local residents and deliver meaningful impact.

Heidi Salmons, Director of Marketing, Business Development and Social Responsibility

"It's a privilege to have the opportunity of working collaboratively with industry colleagues to progress our social value and ESG journey together as a sector by sharing best practice and ultimately delivering long-lasting and meaningful outcomes".

UK GREEN BUILDING COUNCIL

UK Green Building Council (UKGBC): The UK Green Building Council is a leading organisation dedicated to driving sustainability in the built environment. We are proud to continue our collaboration with the UKGBC and their pioneering workstreams. Winvic has previously contributed to two UKGBC Task Groups, which you can read more about here. Recently, we have joined forces on two additional workstreams, further advancing our shared efforts towards a Net Zero future. We're looking forward to seeing the conclusion of the task groups!



UKGBC Net Zero Carbon Buildings: A Framework Definition Update: We are thrilled to have been appointed as one of three Project Partners for the UKGBC's initiative to update the Net Zero Carbon Buildings Framework. This updated framework builds on the original report, which laid the foundation for defining and addressing Net Zero Carbon goals in the built environment. Our three experts will be sharing their best practice insights to help collaboratively shape the refreshed forward-thinking guidance on designing, delivering, and operating a Net Zero Carbon building in the UK.

UKGBC Advancing Net Zero Workstream: Supply Chain Decarbonisation: Supply chain decarbonisation has been a passion and priority for us for a long time and our Green Supply Chain Forum was founded almost four years ago. It therefore seemed fitting for Winvic to become a Partner on another of the UKGBC's ambitious projects. The newest Advancing Net Zero workstream seeks to facilitate an accelerated pathway to decarbonisation by identifying the practical initiatives, actions and solutions needed to achieve Net Zero targets, and we are thrilled to be a part of the journey.

UK GBC

UKREiiF® THE UK's REAL ESTATE INVESTMENT & INFRASTRUCTURE FORUM

On the second day of **UKREiiF** in May 2024 – the UK's Biggest Real Estate & Investment & Infrastructure showcase – Winvic had the privilege of hosting a panel discussion on arguably the hottest topic in construction right now; How to Achieve a Net Zero Built Environment: The Challenges with Embodied Carbon Data and Accurate Whole Life Cycle Assessments.

In the session, the six panellists, including Arun Thaneja, our Technical Services and Sustainability Director alongside developers, delved into the complexities and challenges around accurately assessing and mitigating carbon emissions in buildings and infrastructure.

The event was so successful that we've already started planning for 2025. We're excited to have a pavilion space that will act a central hub for thought leadership and industry collaboration, featuring panel discussions, expert insights, and interactive sessions that address the most pressing challenges and opportunities facing the industry. We will be focusing on emerging trends in industrial, build-to-rent, student accommodation and infrastructure sectors, while continuing to champion ESG best practices.

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ceca

The inaugural **CECA Social Value Conference** took place in September 2024, bringing together 114 delegates to explore best practices, innovative models, and key challenges in delivering social value and sustainability. **The conference focused on three main themes:**

1. Local Employment and Skills: Discussions centred on employing hard-to-reach groups and creating meaningful work placements that lead to long-term employment opportunities.

2. Supporting Business Growth: Sessions highlighted the importance of buying local, engaging SMEs and VCSEs, and how Tier 1 contractors can mitigate risks. Delegates also heard from HTM, an SME, on overcoming barriers to working with large contractors.

3. Environment and Sustainability: This session explored Biodiversity Net Gain, the Circular Economy, and Carbon, examining how these concepts can be applied, translated, and measured in social value initiatives. It was led by Winvic's Social Responsibility, Sustainability, and Environmental teams, in collaboration with CPC Civils.

POLICY LIASION GROUP AND ESG

Policy Liaison Group (PLG) on ESG:
Across 2024 we have played a pivotal role as the sole main contractor representing the construction industry on the Advisory Board of the PLG on ESG. We're excited about this opportunity to help shape discussion and report topics, make recommendations to parliament and influence the Decarbonisation Strategy, which will support the current 2030 target in The Labour Party manifesto.

Our teams join the PLG organised roundtables with cross-party ministers, parliamentarians, regulators, standard-setters, NGOs and academics. They are looking forward to contributing valuable insights, particularly helping to bridge the knowledge gap in ESG among parliamentarians and advancing the sustainability and social value agenda in Parliament.

Heidi Salmons, Director of Marketing, Business Development and Social Responsibility

"Winvic has consistently been at the forefront of ESG initiatives in the Industry, and we are eager to contribute our expertise to the PLG. We are particularly passionate about highlighting the Social aspect of ESG, underscoring the importance of a Just Transition to ensure that no one is left behind as we work towards a more sustainable future."

"We look forward to supporting the PLG's mission to help parliamentarians understand ESG, and how frameworks, metrics, practices, and approaches can drive both environmental and social impact, while also securing a more stable and efficient business climate through effective corporate governance."

Recognised as a pioneer in the built environment sustainability space, Arun Thaneja sat on a panel at the inaugural **ESG Edge Conference** entitled Zero-Carbon Buildings & Developments – Achieving the UK's 2050 Target. Arun shared insights with the conference attendees, exploring the UK's current and future policies aimed at promoting zero-carbon buildings, discussing innovations in construction technologies, and analysing the economic benefits of zero-carbon buildings.

Furthermore, as an official conference Partner, our sustainability and social value teams were busy at our exhibition stand engaging with attendees, discussing the evolving ESG landscape and sharing insights into our industry-leading practices.
As a finalist in two categories - Plot 5 at SEGRO Logistics Park East Midlands Gateway (SLPEMG) for ESG New-Build Project of the Year (Large) and Winvic's Green Supply Chain (GSC) for the Education & Awareness Initiative award - we were proud to be recognised for our remarkable achievements and unwavering commitment to driving ESG.

KEEPING OUR CLIENTS AHEAD OF THE GAME

To turn decarbonising opportunities into reality, we not only assume the role of educator and advisor with our subcontractor partners, but also our clients. We have always had one-to-one meetings but in November 2024 we hosted our first Client Environmental Social Governance (ESG) and Sustainability Workshop for those in the Industrial and Logistics sectors. Members of our Sustainability and Social Value teams presented on a number of key topics to around 50 people, with Danny Nelson – Managing Director of Industrial, Distribution & Logistics – leading proceedings, with members of our Sustainability and Social Value teams presenting on key topics and updates to the industry, including:

- *BREEAM Version 7*
- *UK Net Zero Carbon Building Standard*
- *RICS Whole Life Carbon Assessment (WLCA) 2nd Edition*
- *UKGBC Net Zero Carbon Buildings Framework*

The afternoon concluded with an insightful panel discussion and Q&A session. With approximately 50 attendees, the event was a resounding success. We appreciate our clients' participation and the valuable discussions that made the day so impactful. We look forward to hosting similar events in the future to keep our clients informed about the latest developments and sustainable alternatives available.

Our materiality assessment is deeply integrated with our client and local authority engagement, along with our Green Supply Chain (GSC) strategy to understand industry ESG priorities, aligning our objectives with theirs to enhance collaboration, promote sustainable practices, and maximise our collective impact.

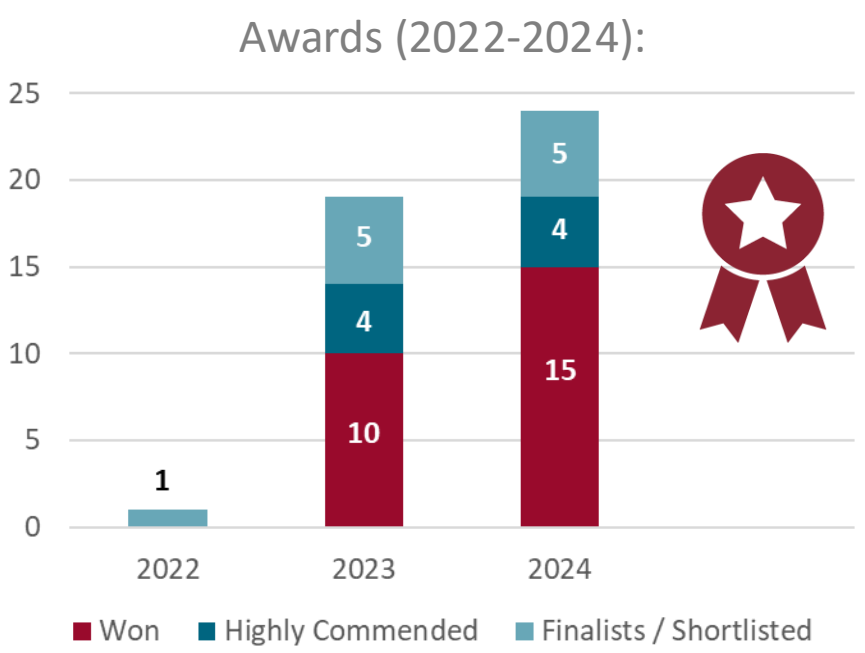
AWARDS

We are proud to be recognised for our approach to delivering outstanding schemes, safely and sustainably, through nationally and globally recognised awards such as:

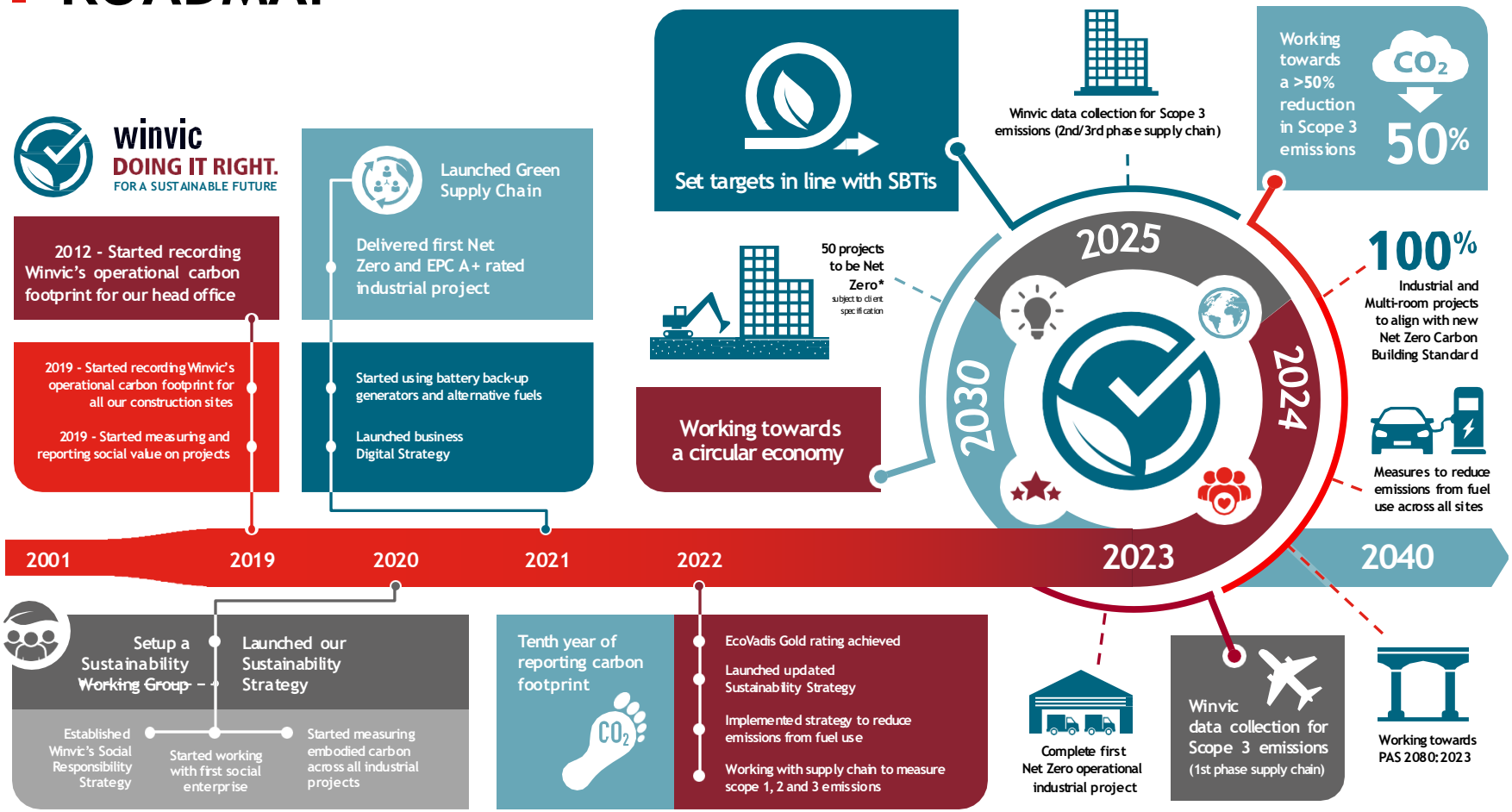
CCS Leading Lights National Site Award: Sites are awarded with a Bronze, Silver or Gold Award depending on their performance against the CCS Code of Considerate Practice, within similar project value bandings to ensure fairness. CCS identified our environmental best practices by maximising resource consumption and waste reduction, leading us to be proud winners of the Gold Award for our Holloway Head Multi-room project in Birmingham. Additional sites have also been recognised for creating value in the communities surrounding them, and being respectful of the public, the workforce, and the environment in total we achieved five Bronze and three Silver Awards.

Edie Net Zero Awards: Winvic's Green Supply Chain initiative was announced as a finalist for Supply Chain Sustainability Project of the Year at the edie Awards 2025. Through bi-annual workshops and monthly communications, we collaboratively engage with our Green Supply Chain on Sustainability and ESG principles, decarbonisation and our commitment to supporting a Just Transition to a Net Zero future. We achieved a 163,010 tonnes reduction of carbon emissions across 22 Winvic projects since 2022.

Green Apple Environmental Award: We introduced revolutionary AI-integrated noise and dust monitoring technology to the UK construction sector - an industry first. This innovation earned us a Green Apple Award for Environmental Best Practice and was later recognised by the Considerate Constructors Scheme (CCS), where our entry on its successful implementation was selected as a finalist for the Best ESG Practices Award 2024. Each advanced noise monitor not only detects exceedances but also identifies specific noise sources—such as sirens, vehicles, birds, or machinery—capturing and securely storing audio clips on a cloud-based system, enabling real-time alerts via text and email, ensuring immediate response by our operational teams. By enhancing monitoring precision and response times, this technology is driving measurable improvements in environmental management across our projects.



OUR SUSTAINABILITY ROADMAP



2025 AND BEYOND

100% INDUSTRIAL AND MULTI-ROOM PROJECTS TO ALIGN WITH THE UK NET ZERO CARBON BUILDING STANDARD:

September 2024 marked the culmination of the collaborative work of 12 organisations active in the UK built environment and over 300 sector experts, and the Pilot Version of the NZCBS was released. We will continue to adopt evolving industry best practices, including stricter verification processes and third-party auditing, as the standard progresses. Our commitment to sustainability includes aligning our assets to be 'Net Zero Ready' or 'Net Zero Ready with Offsetting', while also supporting building owners and occupiers in measuring annual energy performance by capturing both embodied and operational carbon data. We also shared our role as a project partner helping the UKGBC update their Definition. Once that Framework is published in the first half of 2025, we'll continue to focus on evolving our Net Zero process to align with industry best practice.

WORKING TOWARDS A >50% REDUCTION IN SCOPE 3 EMISSIONS:

We will continue driving decarbonisation across our supply chain, targeting them to develop strategies and reduce their operational carbon footprint by 10% year on year. The ISO14064-1 verified footprints, and Carbon Reduction Plans from our GSC partners are enabling us to credibly assess and reduce emissions within our wider value chain.

We have plans to continue educating and upskilling our supply chain across all three sectors of the business. Our next GSC Workshop, scheduled for March and October 2025 will cover key industry updates and explore how our value chain can adopt best practices and enhance resilience to evolving ESG standards.

CARBON NEUTRAL BY END OF 2025:

As part of our strengthened commitment to sustainability, Winvic is proud to announce that we will operate as a carbon-neutral business from 2025. In December 2024, we refreshed our Sustainability and ESG Strategy, reinforcing our alignment with Science-Based Targets initiatives (SBTis) to drive measurable emissions reductions. This milestone reflects our dedication to making the right decisions—not just the easiest ones—when it comes to sustainability. As Neave Thompson, Senior Sustainability Manager, highlights, our journey has been one of continuous improvement, ensuring that we lead the industry in responsible and forward-thinking environmental practices.

SUSTAINABLE PROCUREMENT FRAMEWORK:

As part of our ongoing commitment to sustainability and in response to evolving industry standards and client ESG requirements, we are updating our Sustainable Procurement Framework (SPF) for 2025, introducing this as a policy to ensure our supply chain effectively manages and reports its environmental impact, enabling us to uphold responsible supply chain management practices. We are asking our supply chain to demonstrate their commitment to our SPF, actively participate in discussions on innovation, sustainability, and social value, and benchmark their current performance against our six Sustainable Goal Areas, with a focus on continuous improvement.

Neave Thompson, Senior Sustainability Manager

"Any developer, contractor or tenant who has some understanding of sustainable construction will understand when I explain the last few years has been an ever-evolving landscape of standards and guidance. If there's one thing that most people know about Winvic is that we do things right, and make the best decisions, not the easiest. We are working towards the reduction criteria outlined in the SBTIs, over the last four years we have moved the dial, and we are proud that we will operate as a carbon neutral business from 2025"

winvic

DOING IT RIGHT.

FOR A SUSTAINABLE FUTURE

MARCH 2025