

RESPONSIBILITY POLICY STATEMENT

As one of the leading independent engineering and services businesses in the UK, our vision is to create exceptional environments for present and future generations. Operating responsibly and sustainably underpins how we do business.

This responsibility policy sets out our overarching commitment to our environmental, social and governance (ESG) matters, and supports the principles upon which our Net Positive responsibility strategy is set. The Net Positive strategy is designed to put more into society, the environment and the economy than we take out. All our people have an obligation to live our values, delivering our services responsibly for the good of the business, our people, our customers, our supply chain, our environment and our communities. These principles are based on the following commitments:

Governance

- As a minimum, comply with all relevant legislation and regulations.
- Actively promote a culture where safety is first and foremost in everything we do.
- Engage our supply chain and business partners to make them aware of our approach to responsibility and understand how they can support us.
- Communicate and make available to all our people our Net Positive strategy and provide support and access to learning relating to environmental and social matters.
- Provide a best-in-class customer experience, that sees us engage with our customers' sustainability agenda and actively consider how we can contribute towards a reduction in our customers environmental impacts through the services we deliver.
- Be accountable and transparent in our sustainability performance through the publication of our annual performance and activities.
- Provide leadership and embrace industry wide collaboration on ESG issues through our partnership with the Supply Chain Sustainability School

Social

- Encourage a working environment that thrives on the principles of fairness, inclusion and respect.
- Provide our people with resources and information to help them stay well, and to support them when they are not.
- Generate meaningful social value through local strategic partnerships that benefit our people and the communities in which we work.
- Support, both financially and in kind, our people in their own charitable pursuits and activities.
- Continue to engage with the communities in which we work and those that demonstrate an interest in our sector, providing skills and knowledge where appropriate.
- Encourage supply chain partners to adopt sound sustainable management practices that maximizes social impact.

Environment

- Continually work to reduce our own environmental impacts and encourage others to do the same.
- Maintain a carbon reduction trajectory in line with our 1.5 degree aligned science-based target and the UK's ambition to meet Net Zero by 2050.
- Work with partners across the industry and within our supply chain to identify routes to reduce and eliminate waste across our operations.
- Encourage supply chain partners to adopt sound sustainable management practices that minimise environmental impacts and encourage the adoption of science-based targets to support our science-based scope 3 commitment.

Further detailed information that supports this Policy can be found in our Health and Safety Policy Statement, Environment Policy Statement, Code of Integrity for Business Partners, Ethical Working Policy and Anti-Slavery and Human Trafficking Policy, all of which can be accessed at www.ngbailey.com.

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Chief Financial Officer