

An aerial photograph of a wide river flowing through a rural landscape. A large dam structure, covered in green grass, spans across the river. The surrounding area includes green fields, trees, and a power line tower. In the background, there are rolling hills and a small town. A blue square logo with the word 'stonbury' in white is positioned in the upper right corner.

stonbury

Environment, Social & Governance (ESG)

Strategy 2024-2026



Our ESG Strategy

Everything we do at Stonbury is focused on contributing to a more sustainable world with **People, Planet and Prosperity** all working in harmony to achieve that.

Our ESG Strategy sets out the key areas where we will work with clients, suppliers and the community to maximise our positive impact and deliver on our goal to be the preferred specialist driving sustainability in our chosen markets.

"As a sustainability specialist, our commitment to ensuring what we do and how we do it contributes to a more sustainable world is unwavering. We are proud of our ESG strategy that underpins this commitment."

Trevor Hoyle CEO



ACTIONS 2024-2026

To support our ambition to be the sustainability specialist, we have identified the areas where we can make the biggest impact and drive long-term, positive change. Our approach is structured across three pillars - People, Planet, and Prosperity.

PEOPLE

Empowering our people and communities for a brighter future

- Enhance workforce diversity
- Invest in our people
- Create opportunities for all
- Promote health, safety and wellbeing



PLANET

Leading the transition to a more sustainable and resilient world

- Progress to net zero
- Protect and restore biodiversity
- Prioritise low carbon delivery
- Deliver resilient, sustainable water infrastructure



PROSPERITY

Nurturing responsible growth for a better tomorrow

- Contribute to a sustainable supply chain
- Provide effective governance and transparent reporting
- Engage with thriving stakeholders
- Foster empowered communities



PEOPLE

We are creating a workforce that prioritises its people, and has the skills and opportunities to prosper now, and in the future.

ENHANCE WORKFORCE DIVERSITY

Unlock the benefits of diversity to better represent the communities and customers we serve

- Ensure employee demographics are reflective of local communities
- Embed a clear understanding of DEI across our employee base through bespoke training programmes
- Achieve and maintain minimum score of 80% for employee engagement
- Encourage a year-on-year increase in the disclosure rate of selected protected characteristics

INVEST IN OUR PEOPLE

Provide an environment for all of our people to grow and succeed

- Implement a robust coaching and mentoring network
- Increase our investment in Learning and Development opportunities
- Gain Platinum membership to the 5% Club

CREATE OPPORTUNITIES FOR ALL

Create accessible pathways to employment for under-represented groups

- Establish pathways to increase the number of ex-offenders in our employment
- Create more opportunities for young people to experience workplace encounters
- Build connections to collaborate with and support the Armed Forces Covenant
- Partner with industry groups to encourage more people from under-represented groups into STEM careers

HEALTH, SAFETY AND WELLBEING

Ensure everyone gets home safe and well at the end of every day

- Ensure Accident Frequency Rate remains at less than 0.2
- Commit to a 25% reduction in Incident Frequency Rate
- Achieve 100% completion on all mandatory safety and environmental training
- Build a strong foundation for employee wellbeing across the business, utilising our relationship with third parties including the Lighthouse Charity

PLANET

We will continue to act responsibly to protect and enhance our planet now, and for future generations.

ACHIEVE NET ZERO

Decarbonising our business to achieve net zero by 2050 or sooner

- Deliver on our SBTi to reduce Scope 1 and Scope 2 emissions by 50% by 2030
- Transition 100% of our vehicle fleet and over 50% of van fleet to low or zero emission vehicles
- Deliver a 10% energy reduction in offices
- Continue to obtain external accreditation of decarbonisation pathway with Achilles

PROTECT AND RESTORE BIODIVERSITY

Delivering our projects in harmony with the natural environment

- Increase delivery of innovative nature-based solutions
- Understand and map our nature-related risks and dependencies
- Align with emerging industry practice to develop an approach to valuing ecosystem services
- Commit to offering a minimum of 10% biodiversity net gain for all new appropriate projects

PRIORITISE LOW CARBON DELIVERY

Challenging ourselves and our clients to deliver projects in the most environmentally friendly manner

- Develop a proprietary model for low carbon project delivery
- Support and engage with our clients to prioritise low carbon delivery and make it the preferred way of working
- Quantify the impact of a low carbon delivery model

DELIVER RESILIENT WATER INFRASTRUCTURE

Future-proofing the UK's water infrastructure assets

- Increase delivery of climate adaptation projects
- Advance tech-enabled project delivery to increase efficiency
- Build networks within industry and academia to drive innovation on emerging needs

PROSPERITY

We will maintain sustainable profit growth ensuring that we always do well whilst also doing good.

EMBED A SUSTAINABLE SUPPLY CHAIN

Working with suppliers that align to our ESG goals

- Educate key suppliers on carbon management with a view to enhancing our Scope 3 emissions disclosure
- Ensure all key suppliers abide by our Supply Chain Charter, with particular focus on compliance with our ESG priorities
- Align with appropriate frameworks and standards of best practice for supply chain and integrate ESG considerations into day to day activities
- Commit to support VCSEs, BCorp and Real Living Wage employers

EFFECTIVE GOVERNANCE AND TRANSPARENT REPORTING

Embedding ESG into everything we do, everyday

- Maintain external verification of our management systems
- Report on our ESG performance and benchmark against peers
- Raise awareness and provide full disclosure of all company policies

THRIVING STAKEHOLDERS

Improving the lives of everyone with whom we interact with

- Enhance customer satisfaction through implementation of annual C-SAT measurement
- Upskill and train our employees on ESG to equip them with skills and knowledge now and for the future
- Retain our status as a Real Living Wage employer and reduce our gender pay gap over time

EMPOWERED COMMUNITIES

Giving back to the communities in which we operate

- Increase support to charities that align with our purpose and vision
- Deliver a minimum of 500 volunteering hours per year to support local initiatives
- Devise and monitor metric to measure community impact using Customer Engagement Platform