

ENVIRONMENTAL GROUP POLICY

Doc no. Policy-002 Version 9.0 Date 01-07-25 Owner CEO

Purpose

Stonbury is committed to running its businesses in a responsible, environmentally sound, and sustainable manner. Our aim is to achieve continuous improvement in our environmental performance. Throughout our national operations, we regard compliance with the law as the minimum standard to be achieved and will put in place additional environmental programs to go beyond legal compliance where appropriate.

Scope

This policy applies to all group companies of Stonbury (Holdings) Ltd (the "Group"). It applies to all work activities undertaken on behalf of the businesses.

Commitment

It is the Board's intention to demonstrate an ongoing commitment to improving environmental performance, promoting best practices throughout our organisation, fulfilling both the moral responsibilities and legal obligations arising out of common and statute law. We will manage our work and business activities so that environmental impacts are assessed, understood and actively managed/minimised. The Board is committed to ensuring that all employees recognise and understand their obligations to apply and implement appropriate measures.

Control

- The control, continual monitoring and improvement of Environmental performance is vital as part of the company's culture and pledge to continuous improvement. These obligations are reflected in the following commitments:
- Adequate resources shall be provided so that all our people, subcontractors and stakeholders are aware of this policy and commitment to its effective implementation.
- Senior management will ensure that roles and responsibilities for environmental management are defined, as necessary, within role profiles.
- To communicate to all employees their responsibilities and co-operation with management in its effort to fulfil the policy.
- To engage / influence our client, supply chain and sub-contractors on the benefits of a sustainable approach to improving environmental performance.
- To maintain an Environmental Management System to ISO14001.
- To ensure employees receive environmental awareness training.
- Develop environmental assessments and arrangements, in normal, abnormal, or emergency situations arising from company operations.
- Meet or, where reasonably practicable, exceed the requirements of all applicable environmental legislation and other requirements.
- Ensure delivery, use and storage of chemicals, raw materials and wastes are carried out in such a way to prevent pollution and minimise risk of pollution, to air land and water.
- Undertake waste reduction, reuse, and recycle wherever practicable and improve efficiency of energy use within the organisation.
- Regularly review environmental performance and relevant systems.
- Set objectives and work towards targets to ensure continuous improvement in environmental performance in line with our ISO 14064 Carbon Reduce Programme obligations.
- Identify non-conformances from a variety of sources and assess these to identify root causes, and implement corrective and preventative measures.

Review and Communication

We will review and revise this policy at 12 monthly intervals. We will communicate this policy throughout all levels of the group and make it available to interested parties on request.

Approval

Signed by the CEO

A handwritten signature in black ink, consisting of a large, stylized 'T' followed by a long horizontal stroke.

Trevor M Hoyle

Date 1st July 2025