

The Stonbury logo consists of the word "stonbury" in a lowercase, white, sans-serif font, centered within a white square border. The background of the entire page is a close-up photograph of green grass blades with water droplets, set against a blurred green background. A large blue curved shape is on the left side of the page.

stonbury

# ESG Report **2025**

Making a positive impact  
through our **ESG commitments**



Everything we do at Stonbury is focused on contributing to a more **sustainable world** and is guided by our **Environmental, Social and Governance commitments**.

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These achievements reflect our unwavering commitment to lead the transition to a sustainable and resilient future - working with our stakeholders to create lasting positive impact for generations to come.

## ESG Introduction

We're delighted to share our 2025 Environment, Social, and Governance (ESG) report which highlights the steps we have taken over the past 12 months to achieve our ambition to be the best water and environment sustainability specialist.

The report demonstrates the significant progress we have made in delivering on our ESG commitments across the three pillars of people, planet and prosperity.

Our focus on creating a diverse and inclusive workforce, investing in skills development, and promoting health and wellbeing has strengthened our culture and empowered our team.

We've also made strong progress on our environment goals, advancing our path to net zero, expanding nature-based solutions, and delivering environmental goals that support climate resilience and biodiversity.

In parallel, we have embedded robust governance practices, enhanced supply chain sustainability, and deepened community engagement through volunteering and partnerships.

These efforts highlight how we continue to work with our clients, suppliers and the communities that we serve to maximise our impact and leave a positive, lasting legacy for future generations to enjoy.

While there is more work ahead, these achievements reflect our unwavering commitment to lead the transition to a sustainable and resilient future. Together with our stakeholders, we will continue to enhance the environment, the lives of our people and the communities that we serve.

Thank you for your continued support.

**Colin Perry-Davis**

Chief Executive Officer

# Our Strategy

## Actions 2024-2026

Our entire business is dedicated to water, wastewater and environmental sustainability. 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

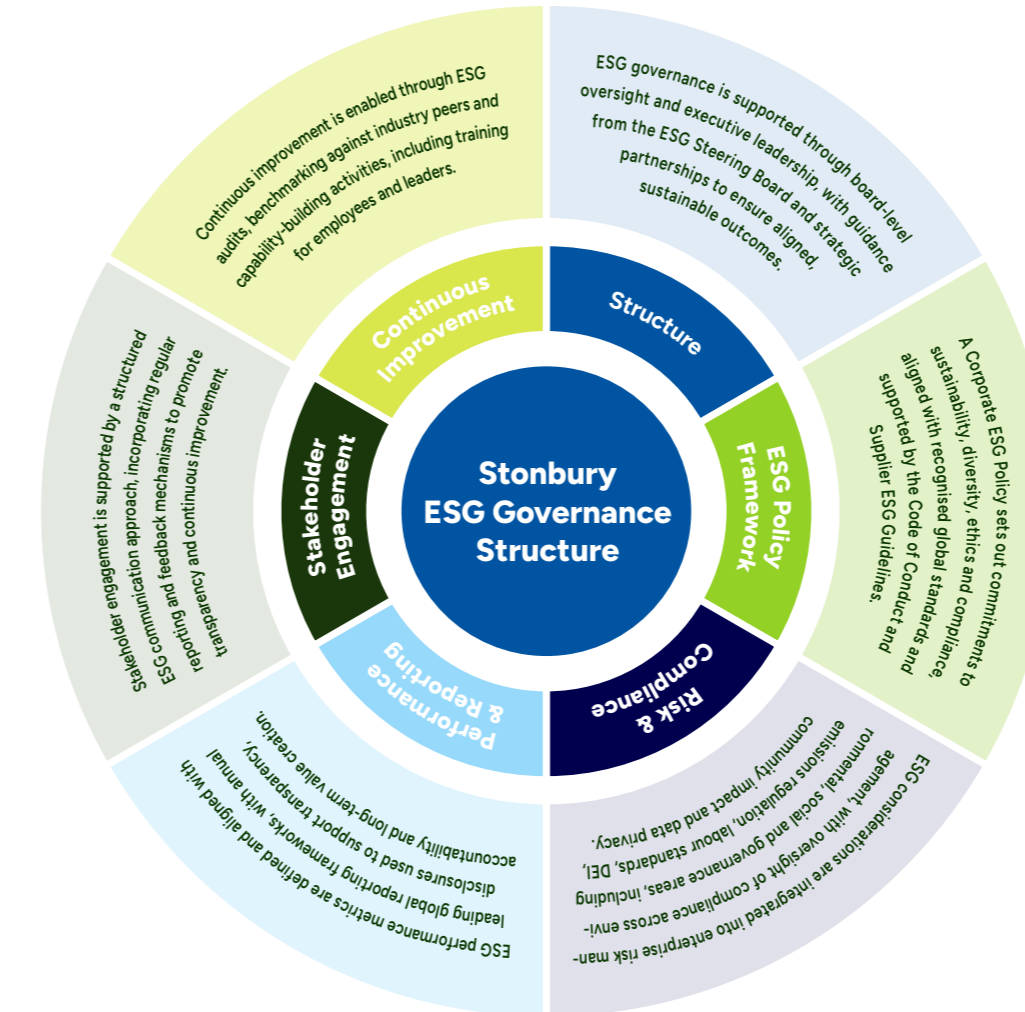
## Nurturing responsible growth for a better tomorrow

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

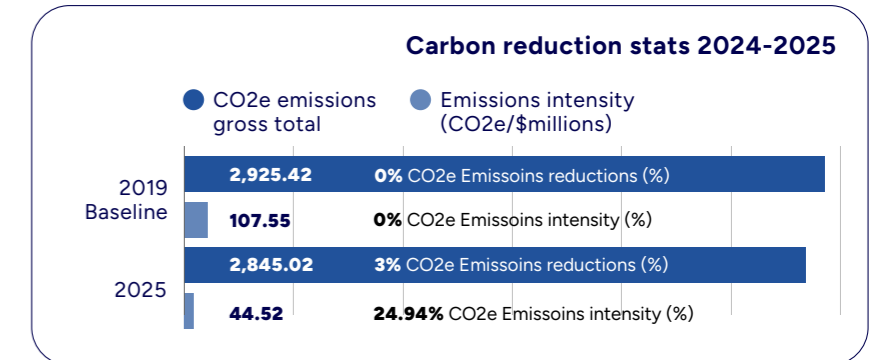
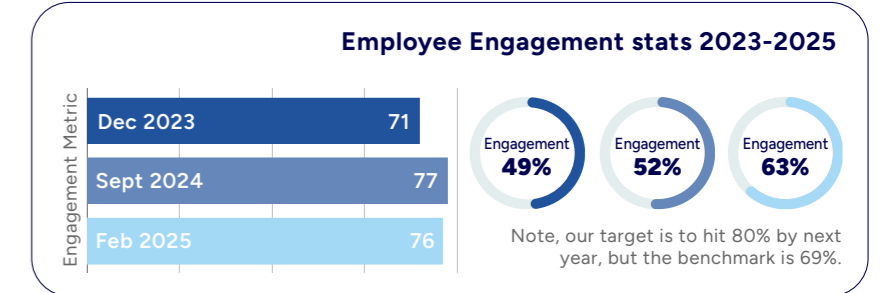
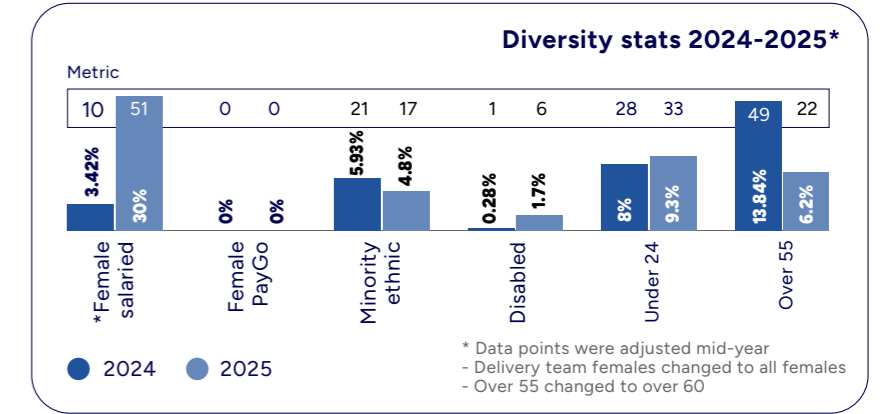


# Our ESG Governance Structure

Our governance framework is designed to support strategic ESG objectives and provide clear oversight, accountability and continuous enhancement of performance.



# Our Impact in Numbers



## Our ESG Governance Structure

Our clear governance framework supports our strategic ESG objectives and enables us to rigorously monitor and improve our performance.



We're creating an **inclusive, safe and supportive workplace** where everyone can **grow**, contribute and belong, **empowering** our **people** and **communities to thrive** now and in the future.

## People Actions and progress

Empowering our people and communities for a brighter future.



This year has marked real progress — starting with a very positive engagement result, strengthening our people-focused partnerships and earning recognition for our ongoing commitment to inclusion and growth. As the year progressed, we significantly increased opportunities for employees and future young talent to develop with earn and learn schemes, NVQs and work experiences.

**Adrian Young, Head of People**

### Driving DEI across the business

In 2024, we launched OPEN - Unlocking Potential and Enabling Change. During 2025 we continued to roll our DEI training and bespoke leadership sessions to empower our leaders to foster an inclusive culture. To date, 88 employees have joined the programme, with toolbox talks made available to everyone. The results speak for themselves: a DEI Engagement Score above 75%, showing employees feel included and respected, and that our workforce mirrors the communities we serve.

### Tracking and improving representation

We set out to increase disclosure of protected characteristics to better monitor retention of underrepresented groups. In our first year, 99% of new starters provided this information - giving us a strong foundation to measure progress.

### Listening to our people

We aimed for an 80% employee engagement survey response rate. So far, we've increased participation from 49% to 63%, and our engagement score is 77 - well above the industry benchmark of 69.

Employee Engagement  
**49% → 63%**  
Engagement Score  
**77 (Average 69)**

### Building a diverse workforce

We have continued our partnership with disability confident, not strengthened. We would require a significant shift with facilities to strengthen.



### Fostering career growth

We've built a robust coaching and mentoring network for those in succession plans and apprenticeship programmes. As part of this, we've established three employee groups: Women's Network, Military Network, and Earn and Learn Network.

### Supporting learning and qualifications

More employees are now enrolled in Earn and Learn schemes, we're using our levy funds more efficiently, and we've helped over 30 employees gain NVQ qualifications with secure government funding.



### Enhancing development

We've enhanced our performance development review (PDR) to better identify individual development needs and support people in succession and career plans through shadowing and secondments.

### 5% Club

5% is Gold, 7% is Platinum. We are Silver at 4.5% and were commended for the demographic diversity of this group.



Creating accessible pathways to employment for under-represented groups

**Opening pathways for young people**

We're committed to giving young people meaningful workplace experience. After launching our formal work experience programme, we delivered over 240 hours of placements, exceeding our 200-hour target. This year, we also appointed a DWP Recruitment and Employment Manager and signed the Care Leaver Covenant, committing to offer opportunities to care leavers aged 16–25.

**240+**

Hours of work  
experience placements

**Supporting the Armed Forces community**

We started working with our local Defence Relationship Manager to support Reserve Forces, Cadets, Families, and Veterans.

**Encouraging under-represented groups into STEM**

To address the under-representation of women in engineering, we joined the Women in Utilities Network. We actively support female colleagues to attend industry events and engage male colleagues through allyship, hosting our first internal session last year.



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

**Keeping our people safe**

We set ambitious safety targets to keep our Accident Frequency Rate below 0.2% and reduce our Injury Frequency Rate by 25%. In 2024, we achieved a zero reportable Accident Frequency Rate and reduced total injuries by 42.8%, with no reportable injuries — significantly exceeding our 25% target.

2025  
**Zero AFR\***  
\*reportable accident frequency rate

**Improving awareness of safety and environment**

We committed to 100% completion of mandatory safety and environmental training. We achieved a 94% completion rate and are focused on reaching 100% in the next reporting period.

Reduced  
total injuries  
**<42.8%**



2025 was another significant year of progress toward our ESG commitment of ensuring everyone gets home safe and well. The year result reflects continuous improvement in culture and SHWEQ contributions, with all safety indicators exceeding targets and injury rates at record lows. Whilst statistically the business is the safest it has ever been, we plan to maintain momentum over the next 12 months by focusing on high-risk activities, serious injury and fatality prevention, and wellbeing initiatives to sustain measurable gains in safety, performance, and employee satisfaction.

**Adam Wells, SHWEQ Director**



We take a holistic, **nature-led approach**, using **green engineering**, **nature-based solutions** and **low-carbon innovation** to **cut emissions**, **protect ecosystems** and create lasting **environmental resilience** for clients and communities.

## Planet

### Actions and progress

Leading the transition to a more sustainable and resilient world



“ This year we made strong progress on our climate goals, with notable carbon reduction improvements across our vehicle fleets, sites and offices. Over 85% of our car fleet are now low-emission and more than 70% are fully electric, supported widespread office charge points and a low-emission policy for all new vehicles we add to our fleet. We also implemented low-energy lighting across almost all our offices, offer HVO fuel on sites, and have prepared training for our procurement teams on modern slavery avoidance and sustainable sourcing.

**Kevin Bates, Head of Supply Chain**

### Cutting carbon emissions

We've adhered to the Science-Based Targets initiative (SBTi) to reduce Scope 1 and Scope 2 emissions by 50% by 2030 from our 2018 base year. We targeted a 10% carbon emissions reduction for 2025 - that's 17 tonnes per month. Over the course of the year, we exceeded our target and reduced our emissions by an average of 25 tonnes per month.

#### What we did:

- Transitioned our car fleet to electric and plug-in hybrid vehicles
- Reduced our van fleet by 5%
- Introduced HVO fuel options for plant and generators
- Made solar-powered eco welfare cabins standard on our sites
- Reduced energy consumption across all our offices



### Transitioning to a low-emission vehicle fleet

We set a target to transition 100% of company cars and over 50% of vans to low or zero-emission vehicles by 2030. So far, 85% of our company cars meet this standard, including 48 electric vehicles and 11 plug-in hybrids. To support uptake, we've installed EV charging points at five of our six suitable offices. We continue to monitor the EV van market and will transition our van fleet as technology allows.

### Reducing energy use in our offices

We committed to a 10% reduction in office energy consumption. This has been achieved by upgrading lighting in five offices, with the remaining seven currently in progress.

### Verifying and accrediting our carbon reductions

We continue to maintain external carbon accreditation through Achilles. Since joining the Carbon Reduce Scheme in 2019, we've reduced CO<sub>2</sub>e emissions by 80 tonnes, delivering a 24.9% reduction in emissions intensity, even as the business grew.

# 25 tonnes

Average Monthly Emission Reduction

### Expanding nature-based solutions

We increased the number of nature-based solutions delivered for our customers by actively promoting our green infrastructure services and supporting clients to explore sustainable alternatives.

### Prioritising Biodiversity Net Gain

We committed to delivering a minimum 10% Biodiversity Net Gain (BNG) on all new, suitable projects. BNG is now embedded in our engineering design process, ensuring opportunities are identified and maximised across all programmes.

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

### Delivering low-carbon infrastructure

We developed a low-carbon delivery model to help clients reduce emissions across their infrastructure programmes. On all site-based projects, we identify lower-carbon alternatives and actively reduce carbon throughout delivery.

### Making low-carbon the default

We support clients to prioritise low-carbon delivery as the preferred way of working. Using the Carbon Curve from tender stage, we identify the best opportunities to cut carbon through design and delivery - from building nothing and prioritising nature-based solutions, to building less, building smarter, and building more efficiently using low-carbon methods, materials and fuels.

#### How we are delivering a low-carbon model:

- Active - Reducing, adopting, installing
- Ensure all new vans meet Euro 6 standards
- Reduce vehicle movements and transition to low-emission vehicles
- Use HVO and alternative fuels, hybrid generators and battery powered equipment
- Install solar-powered welfare units as standard on over 70% of our sites



### Building climate resilience

We set out to increase delivery of projects that improve climate adaptation and resilience. This year, we expanded our refurbishment programmes, extending the life of existing assets and providing a low-carbon alternative to replacement. Our focus on wastewater assets is helping our clients strengthen system resilience and reduce harmful spills. We've also grown our environmental resilience services, including river restoration, natural flood management, habitat creation, and reedbed wetland development.

### Driving innovation through collaboration

We continue to strengthen our networks across industry and academia. By working closely with manufacturers, suppliers, and organisations such as the Institute of Water, we're sharing insight, learning from others, and helping to drive positive change.



**“** We've continued to make great strides in reducing our carbon footprint with the help of our Achilles Carbon Reduce Scheme membership. This external accreditation provides a robust pathway to verify our emissions, helping us turn our pledges into measurable progress. Since enrolling in 2019, we've reduced our CO<sub>2</sub>e emissions by 80 tonnes and lowered our emissions intensity by almost 25% -- which means we're producing fewer emissions for each step of our business growth and moving steadily toward our 2030 target.

**Chris Cholley, Chief Operating Officer**



# Emissions

## Understanding our carbon footprint

### Where do our emissions come from?

#### Scope 1

Emissions are the direct greenhouse gas (GHG) emissions that come from our own sources such as our company vehicles and on-site generators.

#### Scope 2

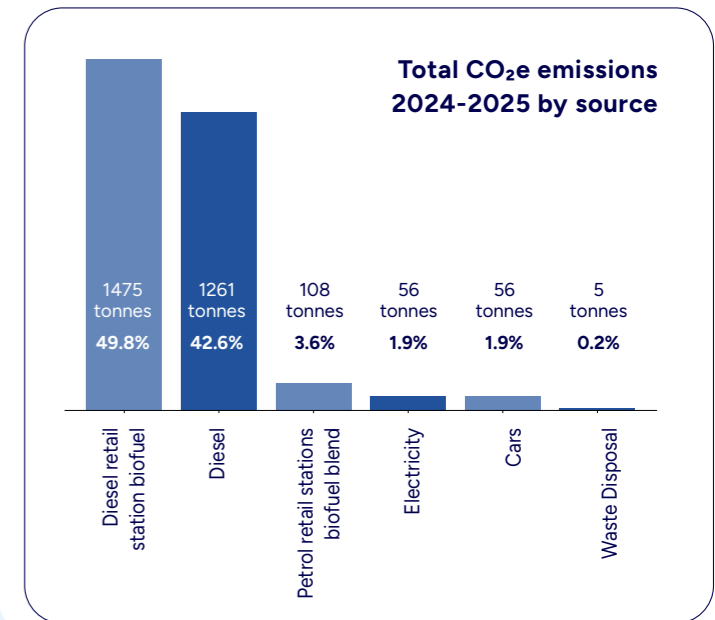
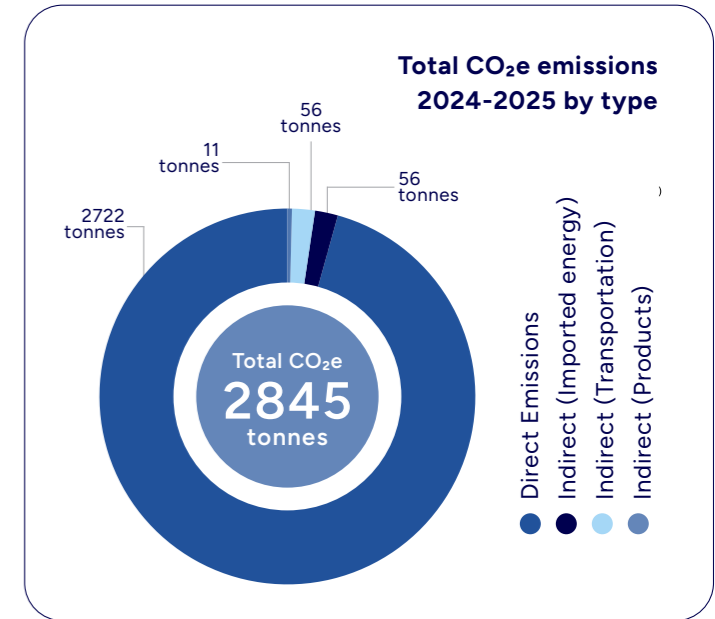
Emissions are indirect emissions from purchased electricity and heat such as those in our offices.

#### Scope 3

Emissions are indirect emissions from within our value chain, such as products, transport and waste disposal.

### How are our emissions distributed?

Most of our Scope 1 emissions come from vehicle fuel sources, which includes company cars, vans, and site-based equipment such as plant and generators. Our Scope 2 emissions come from imported energy, which is mostly associated with our offices. Our Scope 3 emissions arise from our supply chain in the form of products and transportation.



### How are we reducing our emissions?

We've made significant progress in reducing these through transitioning over 85% of our company vehicles to EV or low emissions vehicles and will be transitioning our van fleet as soon as the technology becomes available. We've reduced site-based fuel costs by using solar-powered welfare cabins on over 70% of our sites and offering clients low-carbon HVO options for plant and generators.

We've reduced our Scope 2 emissions in offices by 10% and plan to reduce this further by replacing more lighting for low-energy versions and choosing green energy electricity providers.

We plan to continue to cut Scope 3 emissions through working with clients and our suppliers to identify low-carbon products and delivery methods.

### How are we reducing our emissions?

Carbon intensity is a measure of how much carbon dioxide (CO<sub>2</sub>) a business emits per unit of activity or output. It represents our carbon emissions off-set against growth - that is, how well we are increasing our carbon efficiency, even as we expand. Over the past six years, we have cut absolute CO<sub>2</sub>e emissions by 3% while achieving a 24.94% reduction in carbon intensity relative to business growth. Carbon intensity has fallen from 108 to 45 tonnes CO<sub>2</sub>e per million pounds of revenue, demonstrating our ability to grow responsibly.

This progress encompasses Scope 1, 2, and 3 emissions, demonstrating that even as our business has grown, we are successfully decoupling growth from carbon impact and consistently adhering to our reduction targets.



We're driving **responsible growth** by embedding ESG into daily decision-making, upholding **responsible procurement** and **investing in our people** and **communities** to ensure our **prosperity** is shared throughout our business and society.

# Prosperity

## Actions and progress

Nurturing responsible growth for a better tomorrow



Responsible growth is about action, not words. At Stonbury, we've strengthened ESG across our business – improving our supply chain by partnering with the Supply Chain Sustainability School and introducing training on modern slavery and sustainable procurement. We've invested in ESG training for our people alongside DEI and environmental programmes, and remain a Real Living Wage employer while continuing to reduce our gender pay gap.

**Richard Ward, Chief Financial Officer**



**Prosperity** | Actions and Progress  
Embedding ESG into everything we do, every day

### Nurturing responsible supply chains

We're strengthening our approach to ESG across our supply chain, supporting better Scope 3 emissions reporting. This includes partnering with the Supply Chain Sustainability School and launching new training on modern slavery and sustainable procurement to embed ESG into everyday decision-making.

### Maintaining world-class standards

We continue to uphold external certifications that demonstrate excellence in environmental, quality, and health & safety practices. Annual audits confirm we consistently meet the highest internationally recognised standards.

Improving the lives of everyone we work with

### Upskilling our people in ESG

We continue to invest in ESG training to prepare our people for today and the future. Alongside our OPEN programme, DEI, and environmental training, we've identified additional courses to roll out next year, embedding ESG further into our culture.



### Upholding fair pay and inclusivity

We remain a Real Living Wage employer and continue to reduce our gender pay gap. Annual pay reviews ensure wages stay ahead of the living wage and that all people are paid fairly for the same roles, regardless of gender.

### Volunteering and community impact

We've increased employee volunteering, completing 88 hours with the Rivers Trust and providing 80 hours of paid leave for employees serving in the Reserve Forces.



### Supporting charities

We've continued our support for purpose-aligned charities, maintaining our annual £1,500 pledge to the Lighthouse Charity and offering employees the option to donate company Christmas gifts.



This year has demonstrated our commitment to doing the right thing for our people and our communities. We've strengthened the skills and capabilities of our workforce, continued to embed ESG at the heart of how we operate, and upheld our promise of fair and inclusive pay for all. Beyond the business, our support for charitable partners and enthusiasm of our volunteers have helped us deliver meaningful impact in the places where we work. Together, these achievements reflect a year of progress built on purpose, and a foundation we're proud to carry forward.

Sophie Stopps, People Partner



## Further action

Over the next twelve months, we are excited to build on our sustainability efforts and advance the UN Sustainable Development Goals for people, planet, and prosperity. Here are some of the key initiatives we'll be focusing on.

People | Further Action

Strengthen diversity within our culture to reflect the communities we serve

**Building a diverse workforce**

We'll continue to promote diversity, equity and inclusion, attracting local talent from all backgrounds.

**Nurture inclusivity**

Bespoke DEI training and a focus on inclusive leadership and harassment will ensure an inclusive workplace for all.

**Increase our impact**

We intend to stay ahead of industry benchmarks.

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

**Increase workplace learning and development**

We'll enhance our learning culture by strengthening development programmes and progressing core accreditations.

**Maintain safety with accident prevention**

We plan to maintain an Accident Frequency Rate of zero.

**Promote injury prevention**

We'll continue to strengthen wellbeing and address workplace stress.

Provide an environment for all our people to grow and succeed

**Create opportunities for under-represented groups**

We'll continue to develop our coaching, mentoring, and learning opportunities while creating more employment pathways.



Planet | Further Action

Reduce Scope 1 and Scope 2 emissions by 50% by 2030

**Continue our external accreditation pathway**

We'll continue our Achilles accreditation and adhere to the Science-Based Targets initiative (SBTi).

**Reduce energy consumption**

We'll reduce our environmental impact by accelerating the transition to low-carbon operations across our fleet and offices.

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

**Make the green way the standard way**

We'll promote low-carbon delivery as our standard approach, supporting clients to reduce emissions from the earliest stages of every project.

**Increase delivery of innovative solutions**

We will strengthen the resilience of our water and natural systems while exploring more innovative low-carbon power solutions for our operations.

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We will strengthen the resilience of our water and natural systems while exploring more innovative low-carbon power solutions for our operations.

**Quantify Scope 3 emissions**

We'll establish a robust approach to quantify the impact of our low-carbon delivery model and develop methodology for measuring Scope 3 emissions.



Embed ESG into everything we do, every day

**Choose suppliers that align with our values**

We'll continue to work with suppliers that align with our sustainability and social goals.

**Grow ESG awareness**

We plan to continue upskilling our employees with training and a company-wide awareness campaign.

**Guarantee responsible procurement**

We'll establish a Supply Chain Charter to ensure all key partners adhere to our standards.

Improve the lives of everyone with whom we interact

**Drive up pay equality**

We will strengthen our commitment to fair pay and equity.

Uphold excellence across all areas of our business

**Maintain independent assurance**

We'll maintain external verification of our management systems, demonstrating our commitment to excellence in environmental management, quality, and occupational health and safety - not just meeting standards, but striving to go beyond them.

Uphold excellence across all areas of our business

**Maintain independent assurance**

We'll maintain external verification of our management systems and not just meeting standards but striving to go beyond them.

Give back to the communities in which we operate

**Increase our volunteering impact**

We'll deliver a minimum of 500 volunteering hours to support local initiatives, expanding our outreach through additional hours with current partners and by identifying new opportunities.

**Increase support for charities**

We aim to strengthen support for charities that align with our purpose and vision.

**Make volunteering accessible**

We're exploring a corporate partnership with Do It and similar organisations to provide a database of volunteering opportunities through our employee benefits portal.



**We will continue to innovate and collaborate with clients and partners to ensure that sustainability remains at the heart of everything we do. Together, we will drive measurable impact and lead the transition to a sustainable future for all.**

# ESG Afterword

As sponsor of our ESG Strategy 2024–2026, I am proud to share the progress we've made toward our commitments across People, Planet, and Prosperity.

Over the past year, we have strengthened workforce diversity and inclusion, growing our employee engagement score by 14% in one year, now sitting 12% above the industry benchmark. We've expanded learning and development opportunities, with over 4% of our workforce enrolled in workplace learning and maintained industry-leading health and safety performance with a reportable Accident Frequency Rate of zero.

On the environmental front, we have advanced our decarbonisation pathway, delivering measurable reductions in Scope 1 and Scope 2 emissions in line with our Science-Based Targets initiative, targeting a 50% reduction by 2030. We've transitioned a significant proportion of our fleet to low or zero-emission vehicles, reduced office energy consumption by 10%, and embedded biodiversity net gain commitments into new projects.

Our proprietary low-carbon delivery model is now influencing client engagement and project design, reinforcing our ambition to lead the transition to sustainable and resilient water infrastructure.

In parallel, we have deepened our impact on communities and governance. We delivered over 160 volunteering hours, supported charities aligned with our purpose, and retained our Real Living Wage accreditation. Our supply chain partners are increasingly aligned with our ESG priorities, and we continue to report transparently against recognised frameworks, ensuring accountability and trust.

These achievements reflect our unwavering commitment to doing well while doing good.

Looking ahead, our focus will be on accelerating Scope 3 emissions disclosure, scaling biodiversity initiatives across all projects, and embedding ESG training deeper into our workforce and supply chain. We will continue to innovate and collaborate with clients and partners to ensure that sustainability remains at the heart of everything we do. Together, we will drive measurable impact and lead the transition to a sustainable future for all.

**Jeremy Campbell**  
Chief Growth Officer



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