

Environmental Policy

1. Vision

- 1.1 We want to be a company that creates a positive impact and contributes to sustainable social and environmental outcomes. We consider that this is more than just achieving carbon Neutral Certification, going above and beyond what is expected to positively influence the projects that we work on, the Clients and organisations we work with and the community around us.

2. Principles

- 2.1 We believe that sustainable outcomes can only be achieved by considering the three pillars of sustainability – people, planet, profit. Our approach to sustainability is guided by the following principles:
- Continuous improvement
 - Inclusivity
 - Transparency

3. Important Issues

- 3.1 The construction industry is one of consumption but also of longevity. It is one of the largest sectors in the UK economy, comprising almost 10% of total UK employment and is responsible for a third of all waste in the UK (of which 20% goes directly to landfill) and almost half of the UK's carbon emissions come from the construction and operation of buildings. As professionals in the construction industry we have a duty of care to ensure that we tread as lightly as possible and ensure that the legacy of our work is one of net benefit. We want to positively influence change within our industry to deliver projects which have a reduced impact on the environment.

4. Our Journey

- 4.1 We signed up and made the commitment in January 2021:

“**The SME Climate Commitment**, recognising that climate change poses a threat to the economy, nature and society-at-large, our company commits to take action immediately in order to:

Halve our greenhouse gas emissions before 2030

Achieve net zero emissions before 2050

Disclose our progress on a yearly basis

In doing so, we are proud to be recognised by the United Nations Race to Zero campaign, and join governments, businesses, cities, regions and universities around the world that share the same mission.”

- 4.2 In February 2021 we engaged with a leading sustainability consultancy to help us understand our business, our clients and other key stakeholders to set our strategy. We have been working with them through the early part of 2021 to undertake a materiality review of our business. A Materiality Assessment is a way of assessing internal and external stakeholder importance relating to various sustainability issues, in order to identify and prioritising the most relevant sustainability issues. The output of this exercise will feed into our organisation's Environmental, Social and Governance (ESG) policy and sustainability roadmap. This will include disclosure of risks and opportunities that have an impact on corporate performance and on stakeholders in the long term. It is anticipated that the conclusion of this exercise will be by the end of Q2 2021.

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- 4.3 We identified a desire at the end of 2020 to progress to become a Carbon Neutral organisation in 2021. In March 2021 we appointed The Carbon Trust to help us to understand our organisational carbon footprint, identify appropriate routes to offset our carbon to enable us to become net zero and set our strategy / focus to reduce our carbon footprint year on year. The assessment is currently ongoing for our financial year May '20 to April '21 and we hope to complete and obtain our Carbon Neutral certificate in the summer.
- 4.4 Our aspirations as a firm go beyond just beyond carbon neutral, we want to - achieve a strategic reduction of our carbon at source year on year; implement our sustainability roadmap informed from the materiality review and our Carbon Trust engagement; educate and encourage a positive culture throughout alinea; continue on the journey to become a Carbon Positive organisation - net zero + influencing our people + our clients and key stakeholders + the wider community .

5. Objectives

- 5.1 Our commitment is to:
- Promote safe and sustainable practices in our own office and wherever we work;
 - Provide and encourage staff training in sustainable issues and topics;
 - Comply with relevant environmental legislation and other subscribed requirements wherever we work;
 - Ask the right questions at the right time to minimise the impacts in the areas of waste, water, energy and air quality as well as boost the social benefits;
 - Completely understand the project (and therefore the sustainability) expectations to ensure that we are working with other team members towards the same goals;
 - Support innovative approaches to sustainable issues on our projects;
 - Enable and promote the exchange and promotion of sustainable ideas throughout our business and in collaboration with others;
 - Strive to ensure that our supply chain has responsible and environmental practices;
 - Dedicate reasonable time and resources to not-for-profit endeavours that benefit the wider industry and its people;
 - Define a structure by which our project outcomes can be reviewed against their sustainability expectations;
 - Consult our Employees and other relevant stakeholders on environmental matters, including communication of this policy;
 - Review this policy regularly with the objective to create evidence based, SMART targets.



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