



**Environmental
Impact**

**Our commitment to reducing our environmental impact and
positively contributing to the sustainability of society**

**Equitable
Society**

**Good
Governance**



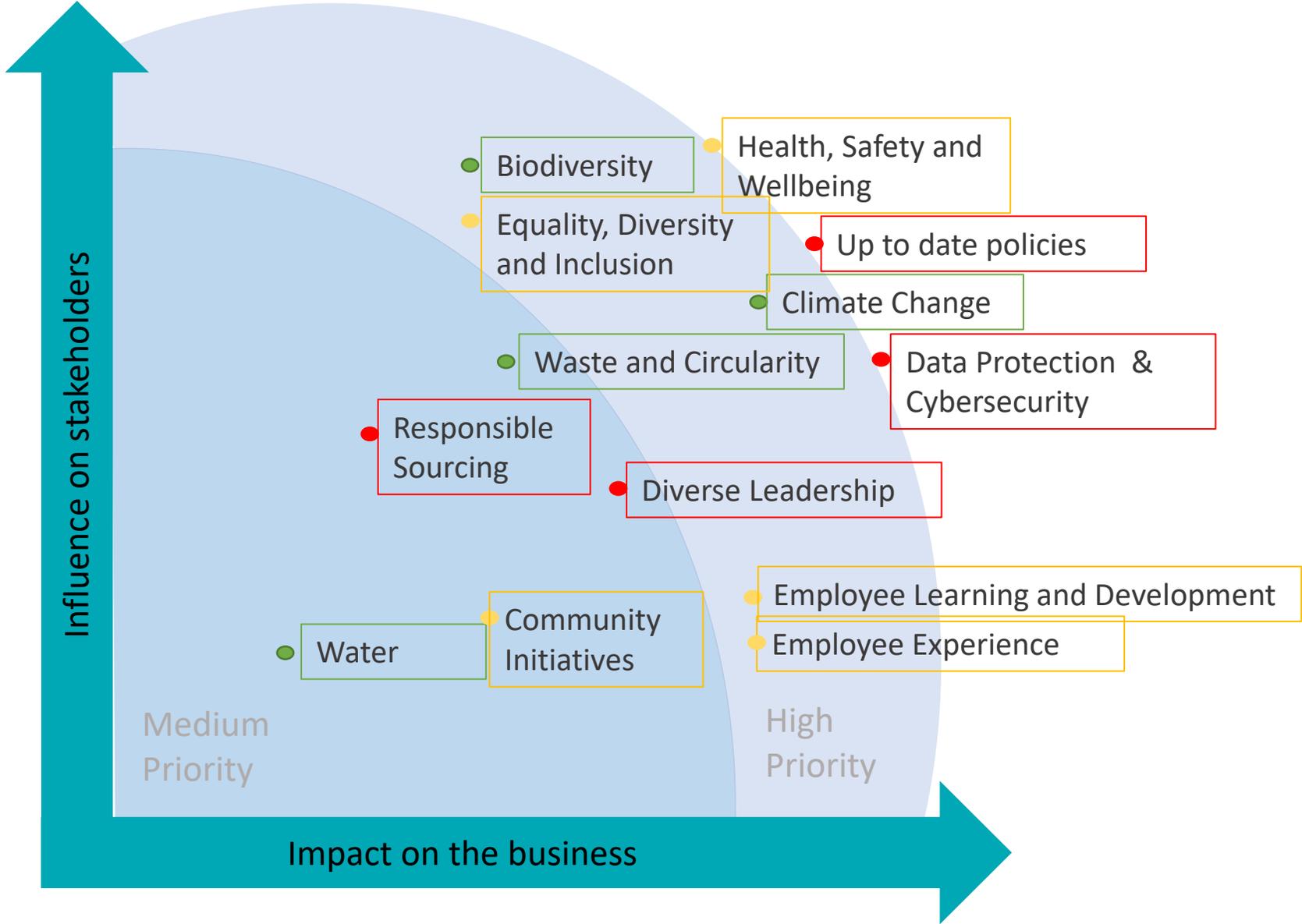
Our strategy is underpinned by the Sustainable Development Goals and the Global Reporting Initiative



Materiality Matrix

The materiality matrix aims to:

- Summarise the relative impact and influence of each ESG topic
- Position the topics in order of priority relative to each other
- Identify where there is opportunity to make change
- Identify where the biggest risks may be
- Provide direction for shaping the strategic framework for ESG at Severn





OUR PRIORITIES

1. Reduce our environmental impact and carbon footprint
2. Work to build a culture where everyone connected to Severn feels an equal sense of belonging
3. Ensure a safe working environment
4. Foster ethical behaviours by providing policies, training and robust compliance programs
5. Ensure we promote the importance of ESG in our supply chain and only engage with suppliers with the same sustainable values
6. Engage our workforce to champion sustainability and see it as a fundamental part of everyone's role

ESG KPI's 2023

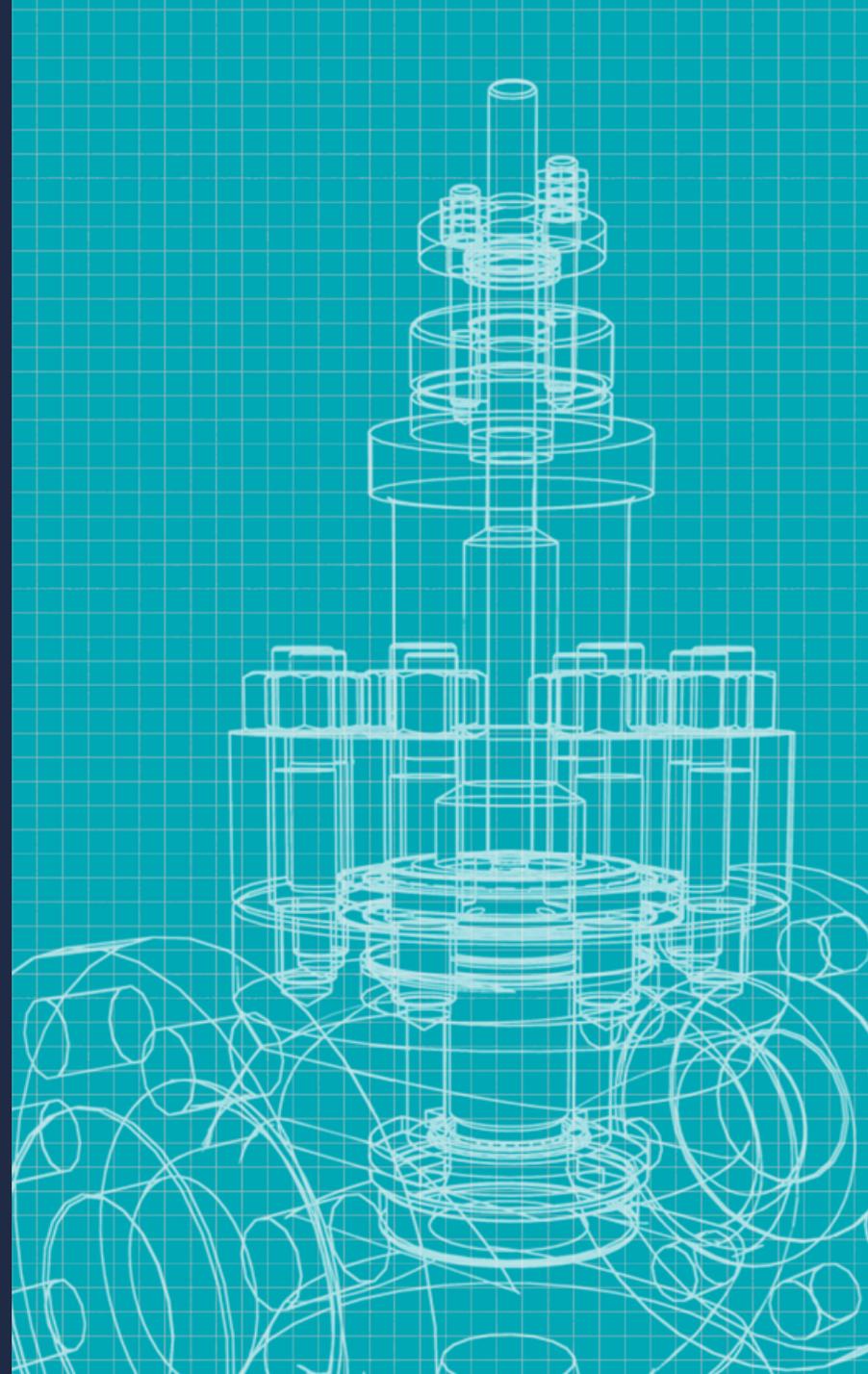
Environmental Impact	Equitable Society	Good Governance
Measure carbon footprint - Scope 1 & 2 emissions	Launch an Equality, Diversity & Inclusion Policy & Action Plan	Report on ESG progress quarterly in Board packs and produce our first annual Sustainability Report
Design and launch our carbon reduction plan	Measure and reduce LTIFR	Cybersecurity – meet Bluewater baseline standard
	Launch a Wellbeing & Mental Health Policy	Continue to roll out relevant ESG training and monitor uptake and feedback (focus on ABC & H&S Training)
	Human & Labour Rights – review policies & third party suppliers	





ESG Roadmap

2023 - 2030



ESG Pillar	Priority	Topic	2023 Target	2025 Target	2030 Target	Alignment with SDG	
Environmental Impact	1. Reduce our environmental impact and carbon footprint	Climate Change	Reduce CO2 emissions	Measure carbon footprint – scope 1 and 2	Measure carbon footprint – scope 1, 2 and 3	Measure carbon footprint – scope 1, 2 and 3	
			Reduce CO2 emissions	We will design and launch our carbon reduction plan	Reductions in line with carbon reduction plan	Reductions in line with carbon reduction plan	
			Business travel emissions	We will track and report on our business travel emissions	Reduce our business travel emissions by 30%*	Reduce our business travel emissions by 50%*	
			Renewable energy		Increase the % of renewable energy year on year	Increase the % of renewable energy year on year	
			ISO 14001	Maintain ISO 14001 certification	Maintain ISO 14001 certification	Maintain ISO 14001 certification	

ESG Pillar	Priority	Topic	2023 Target	2025 Target	2030 Target	Alignment with SDG	
Environmental Impact	1. Reduce our environmental impact and carbon footprint	Climate Change	Raw material use	Plan for a review of our raw material usage	Outcome of review to inform target	Outcome of review to inform target	
		Waste and circularity		Track and measure waste consistently at all sites	Zero waste to landfill	Zero waste to landfill	

ESG Pillar	Priority	Topic	2023 Target	2025 Target	2030 Target	Alignment with SDG
Equitable Society	2. Work to build a culture where everyone connected to Severn feels an equal sense of belonging	Equality, Diversity and Inclusion	We will launch an EDI Policy and Action Plan (e.g including Gender diversity initiatives and community activity focused on educating diverse young people about a career in the industry)	Monitor and revision of Policy	Monitor and revision of Policy	 
		Human and labour rights	Review policies & third party suppliers	Review to determine future targets		

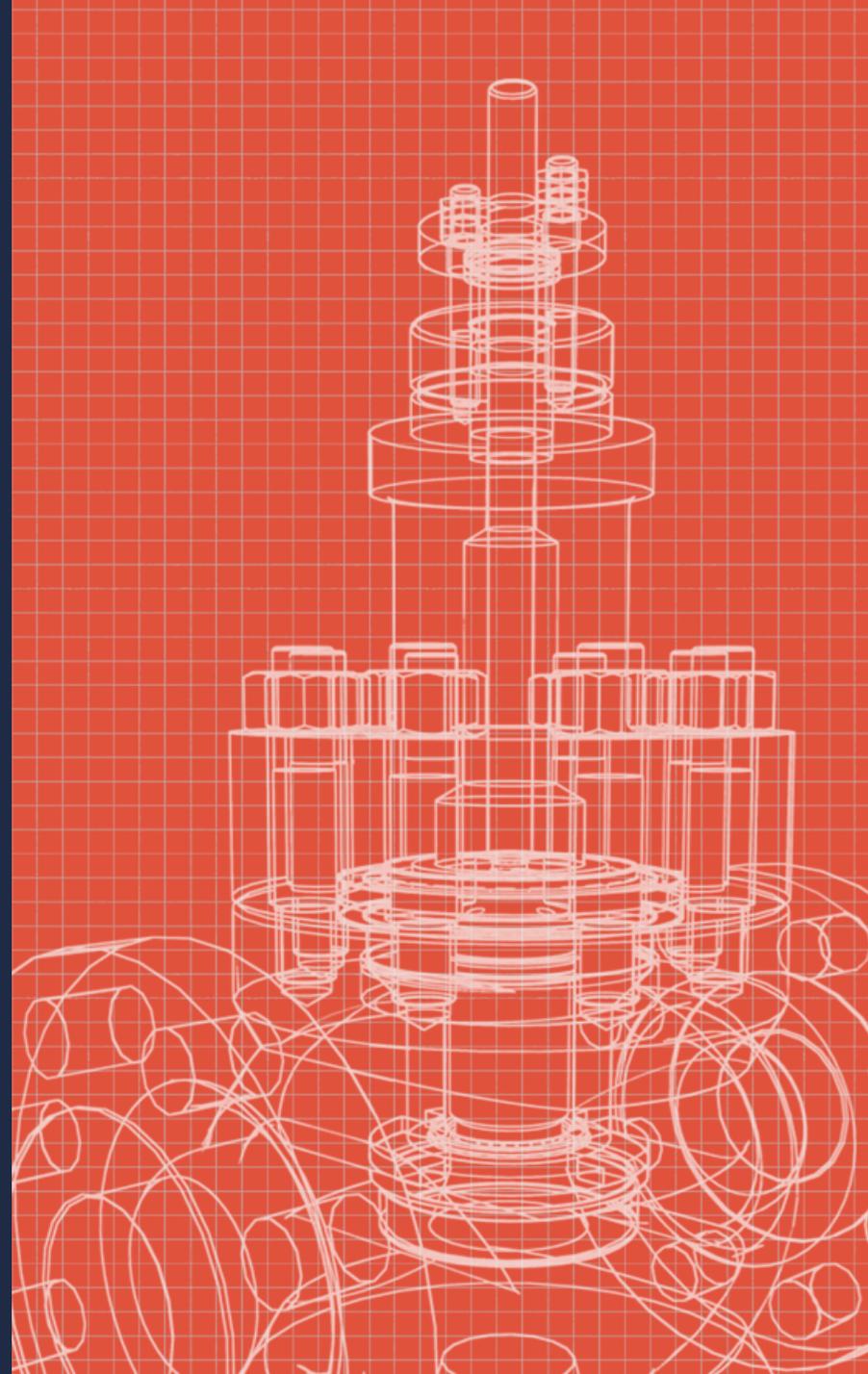
ESG Pillar	Priority	Topic	2023 Target	2025 Target	2030 Target	Alignment with SDG
Equitable Society	3. Ensure a safe working environment	Health, Safety and Wellbeing	We will launch a Wellbeing & Mental Health Policy	Monitor and revision of Policy	Monitor and revision of Policy	
			Measure and reduce LTIFR	Measure and reduce LTIFR	Measure and reduce LTIFR	
			ISO 14001	Maintain ISO 14001 certification	Maintain ISO 14001 certification	Maintain ISO 14001 certification

ESG Pillar	Priority	Topic	2023 Target	2025 Target	2030 Target	Alignment with SDG
Good Governance	2. Work to build a culture where everyone connected to Severn feels an equal sense of belonging	Equality, Diversity and Inclusion / Diverse Leadership	We will conduct Gender Pay Gap (GPG) reporting for the first time	We will seek to improve on our GPG / develop specific actions related to gender equality	We will seek to improve on our GPG / develop specific actions related to gender equality	
	5. Ensure we promote the importance of ESG in our supply chain and only engage with suppliers with the same sustainable values	Responsible Sourcing	We will review ESG criteria for all new suppliers	Monitor current and new suppliers	Monitor current and new suppliers	
	6. Engage our workforce to champion sustainability and see it as a fundamental part of everyone's role	Up to date policies/reporting	Report on ESG progress quarterly in Board packs and produce our first annual Sustainability Report	Report completed annually with a comparison to previous years	Report completed annually with a comparison to previous years	

ESG Pillar	Priority	Topic	2023 Target	2025 Target	2030 Target	Alignment with SDG
Good Governance	4. Foster ethical behaviours by providing policies, training and robust compliance programs	Data Protection and Cyber Security	Cybersecurity – meet Bluewater baseline standard (details to be provided early Jan	TBC		
		Employee Learning and Development	Continue to roll out relevant ESG training and monitor uptake and feedback (e.g ABC Training)	Continue to roll out relevant ESG training acting on feedback and incorporating new initiatives	Continue to roll out relevant ESG training acting on feedback and incorporating new initiatives	



ESG Roadmap Delivery



ESG Delivery

- ESG Committee meet on a monthly basis, agenda will focus on making progress against KPI's alongside the opportunity for members to offer up agenda items and raise any issues.
- Respective departments will own delivery in their specific areas of expertise e.g. Health & Safety, IT.
- ESG Committee is split into three sub-groups across Environment, Social and Governance, sub-groups meet monthly.
- ESG dashboard to be updated against the KPI's and shared with the Executive Team monthly and with the Board quarterly.
- All staff communications to run throughout the year to highlight progress made and acknowledge key milestones and dates.
- Annual sustainability report will be produced December 2023/January 2024 to highlight progress and update on key data.