



Severn Group

Environment, Social & Governance Policy

JULY 2025

We value the sense of belonging and family spirit across our operations. Everyone at Severn Group contributes to our success – we are incentivised and empowered to positively impact business achievements, environmental sustainability and high performance in safety.

The Approach

We seek excellence in every aspect of our business and we are committed to sustainable development (meeting the needs of the present without compromising the ability of future generations to meet their own needs) as a guiding principle within our work. ESG is an integral and fundamental part of our considerations and commitments.

We see strong ESG performance and measurable improvement as a value creation tool and metric for the business.

We work to ensure that we have an environmentally sustainable and ethical working culture within the Company and that our policies, strategies and action plans, fundamentally, our people, deliver on our commitments.

Our ESG Principles are:

- Provide appropriate training, advice and information for employees, while encouraging them to develop new ideas and initiatives.
- Comply with all relevant ESG legislation and regulations.
- Ensure that our roadmap is delivered and KPIs are met.
- ESG KPIs are communicated across the business including reporting regularly to the Executive Team and the Board.
- Ensure the cascade of ESG objectives through which employees and teams can play their part in the Company's ESG strategy and journey, hardwiring ESG into our recruitment, performance, development and reward practices.
- Work collaboratively, ethically, safely and sustainably.

Our ESG Priorities are:

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

Environment

Severn Group recognises that our planet needs to be a sustainable home for current and future generations and all human activities have an impact on the environment, it is our intention to reduce our impact by embedding sustainable environmental considerations into our decision-making process and ensure our environmental performance is monitored continually with KPIs set on an annual basis.

We will improve our environmental performance and promote to third parties including suppliers, customers, local communities and other interested organisations the need for consideration of the environment with the introduction of improvement measures.



Our commitment

- Maintain ISO14001 and other internationally recognised ESG Standards appropriate to the business.
- Develop our energy transition roadmap and aim to achieve year-on-year increases in our percentage of electricity sourced from renewables and initiate self-sufficient energy sources wherever practicable.
- Measure and take action to reduce our carbon footprint, calculating scope 1, 2 & 3 CO2 emissions and take action on our raw material use and selection to reduce the business' carbon footprint.
- Look at ways to minimise our waste production and increase year on year our waste recycling levels, minimising landfill and waste to energy where practicable.
- Use resources, in a sustainable manner, work to minimise our impact on non-renewable resources.
- Promote a culture of environmental responsibility throughout the Severn Group through training, education, audit and continuous improvement.

Social

Severn Group operates our global business in a responsible way, we ensure the sustainability of our colleagues, our clients and the communities that we live and work in.



Our commitment

- Work with our local communities to foster and engender positive local initiatives and encourage volunteering.
- Seek to reduce work-related injuries and minimise harm by tracking and assessing H&S Accident data (LTIFR) and promote accident reduction initiatives.
- Recruit and promote our employees fairly and without discrimination. We actively recognise diversity by building a culture of equal opportunity, respect and collaboration. We encourage and promote diversity within the workforce and our supply chain/sales agents.
- As per our Modern Slavery & Human Trafficking Statement, prevent the potential for modern slavery, human rights violations and human trafficking to occur within our business, supply chain, agents and contractors.
- Ensure the well-being and mental health of all our employees is paramount and ensure worker rights in our supply chain adheres to legislative standards and best practices.
- Treat our employees with respect and dignity and ensure others do the same. Do not allow actions or behaviours that make those who work for or with us feel inferior, threatened, upset or humiliated.
- Ensure the Severn Group produces accurate and factual marketing material and product information.
- Ensure the business and workforce are prepared and able to deal with emerging or emergency scenarios.
- Provide regular and relevant ESG training for all Severn Group employees.
- Have effective communication of Severn Group's ESG policies and roadmap to all third parties including suppliers, agents and contractors.

Governance

Severn Group is committed to operating our Company with integrity and the highest ethical standards and has implemented comprehensive governance structures and practices that meet or exceed the requirements of applicable laws, regulations and rules.



Our commitment

- We act with integrity and engage in business honestly, ensuring we protect our workforce and stakeholders from fraud and corruption at all levels of the business including our supply chain, agents and contractors.
- Comply with International anti-corruption and bribery laws across the globe and undertake regular due diligence to ensure the business is compliant.
- Manage Risks and ensure appropriate mitigation.
- Undertake appropriate financial checks and audits of our businesses and associated stakeholders including suppliers, agents and contractors.
- Ensure that every employee feels safe to report wrongdoing or improper practices without fear of recrimination in line with Speak Up & Whistleblowing Policy.
- Ensure that all appropriate taxes in states where Severn Group operates are correctly calculated and paid; and philosophies aligned to Severn Group.
- Act in a way that ensures fair and open competition across all business territories.
- Trade in accordance with all valid international sanctions and trade laws.
- Undertake regular and thorough cyber-security and data storage checks to ensure the business is protected.
- Undertake regular reviews of our supply chain to ensure that they demonstrate good ESG values.

The Approach

This Policy is non-contractual and the Company reserves the right to update any of the terms in this Policy at any time.

This Policy should be read in conjunction with the Anti-Bribery & Corruption Policy, Code of Conduct, Corporate Gifts & Hospitality Policy, Disciplinary Policy, Employee Data Protection Policy, Employee Privacy Notice, Grievance Policy, Speak Up & Whistleblowing Policy and the Travel & Expenses Policy. These policies can all be accessed on the Group Policy Hub.





At Severn Group, our business success flows from expertise – from technical knowledge and experience that position us as a leader in our field. Not everything, however, can be engineered. The Values which underpin that success stem instinctively from the culture we seek to sustain. Everything we do is tested against our Values, and our people are encouraged to apply them every day: they are the stewards of our brand, our reputation, our heritage, our ambitions.



Customer



Integrity



Excellence



Accountability