

# SUSTAINABILITY POLICY



Walker Construction (UK) Limited recognises and accepts that it must work to preserve environmental sustainability through its business operations which form part of the UK construction industry.

Walker Construction (UK) Limited works to minimise its impact on the environment and maximise the effective use of resources across its business operations. We strive to achieve this by increasing communication and awareness of this policy to ensure responsible environmental awareness amongst staff, sub-contractors and other interested parties.

The company is not only committed to complying with applicable law in all its operations but, also to minimise risks and impacts through the development of documented systems which will, measure, monitor, and disseminate excellent environmental performance both within its operations and to the wider community.

This Sustainability Policy aims to integrate a philosophy of sustainable development into all the organisation's activities and to promote sound environmental practice within our operations. The policy sets out the company's procedures for sustainable procurement and operations.

## Environmental Advisor

- Walker Construction has appointed an external specialist advisor to provide support, guidance, and training to employees on environmental and sustainability within the company. This includes an annual carbon audit to determine halving of emissions & net zero.

## Site Teams

- It is the responsibility of the site team to ensure compliance with this policy. To provide regular feedback to the business where required.
- To ensure implemented sustainable practices are used and monitored on site.
- Minimise the wastage of materials on site.
- Encourage sub-contractors to adopt sustainable practices on site.

## Company Employees

- Ensuring they understand the importance of sustainability across the business.
- Understanding the company's sustainability policy and its aims and goals.
- Awareness of sustainability when carrying out their activities.

## HR & ESG Manager

- Has been appointed together with an internal ESG focus group.
- Communicating sustainability at site level and across the wider business.
- Ensure training is provided and recorded for all appropriate employees with updates on sustainability being communicated on an ongoing basis.
- Changes in legislative requirements are communicated to staff as soon as practicable.
- Offering advice on sustainability when carrying out site inspections.

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## WATER SUSTAINABILITY

Walker Construction (UK) Limited aims to implement water sustainability measures to reduce its water footprint, including:

- Monitor and minimise site water consumption.
- Review opportunities for reducing the use of mains water and install alternative water systems on sites where practicable.
- Promote water efficiency practices to all the sub-contractors and clients.

## ENERGY SUSTAINABILITY

Walker Construction (UK) Limited aims to implement energy sustainability measures to reduce its carbon footprint including:

- Monitor and minimise the site electricity consumption.
- Implement the best available energy technology for site buildings and in existing structures wherever possible, affordable and practicable
- Promote electricity efficiency practices and reduction of the company's carbon footprint to our stakeholders/clients.
- Utilise solar power at office locations where practicable to do so

## SUSTAINABLE WASTE MANAGEMENT

Walker Construction (UK) Limited aims to implement sustainable waste management, including:

- Minimise (reduce and/or recycle) produced waste at all sites.
- Use recycled products wherever feasible.
- Support opportunities for sustainable procurement by purchasing products and contracting services that will assist where possible in reducing the companies environmental impact.
- Implement sustainable procurement plans for each site.
- Identify and minimise hazardous waste.
- Apply systems for safe and environmentally responsible disposal of wastes.
- Record site monthly waste usage for each site.

## SUSTAINABLE PROCUREMENT

Walker Construction (UK) Limited promotes sustainable procurement, including:

- Support opportunities for sustainable procurement by purchasing products and contracting services that will assist where possible in reducing the companies environmental impact.
- All wood used on site shall be FSC or PEFC certified.
- Where possible all items shall be procured from companies which are ISO14001 certified.
- Implement sustainable procurement plan for each site.

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## COMMUNICATION

Walker Construction (UK) Limited features environmental and sustainability concerns in the context of the company's communications, including:

- Stakeholder and media engagement.
- Staff involvement – encourage staff to play a greater role in the implementation, maintenance, and assessment of the policy.

## MONITORING AND LIAISON

Walker Construction (UK) Limited monitors environmental and sustainability concerns across the business, as follows:

- Liaise with company departments and divisions to promote this policy.
- Advise clients on potential sustainability concerns and possible reductions.
- Regular reporting via the Management Review Meeting.
- A yearly report will be published to assess the environmental performance of the company and suggest areas where the company can reduce its environmental impact.
- Yearly report outlining energy usage.

## Monitoring and Review

- Regular reporting via the Management Review Meeting.
- A yearly report will be published to assess the environmental performance of the company and suggest areas where the company can reduce its environmental impact.
- Yearly report outlining energy usage.

## Management of Sustainability on Site

- Establish controls to implement sustainable management of labour and materials procurement.
- Conduct routine site inspections, to measure compliance with the above duties.

This policy will be reviewed and evaluated annually unless there are changes in legislation when it will be reviewed and updated in accordance with those changes.

Signed:

**Signature Protected!**

... Dated: 19<sup>th</sup> September 2025

Phil Webb  
Managing Director

The policy has also been produced as a separate document and is on the Company Website [www.walker-construction.co.uk](http://www.walker-construction.co.uk)

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THIS DOCUMENT WILL BE ISSUED IN A CONTROLLED MANNER BUT WILL BE CONSIDERED UNCONTROLLED ONCE PRINTED.