

## Sustainability Policy

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### Policy Statement

The Stonewood Group is committed to upholding responsible environmental and social practices within all areas of our operations. Our mission is to be the most sustainable contractor and developer, creating beautiful buildings that are highly sustainable and positively enhance the environment and people we serve now and into the future. We are committed to cutting carbon, conserving resources and investing in our people.

Our approach to sustainability is proportionate to emerging global and industry-specific demands regarding the climate crisis. This Policy exists in conjunction with our strategy document – *Building a More Sustainable Stonewood*, which outlines a series of commitments and actions for each priority area, ensuring risks associated with our operations and impacts are appropriately managed. We believe that managing these risks is the morally correct thing to do and will reap significant business opportunities for Stonewood. Sustainability will be embedded into our decision-making through a robust governance structure which defines responsibilities and accountabilities.

### Objectives

#### 1. Cutting Carbon

We aspire to cut our Scope 1 and 2 emissions by 42% by 2030, with our long-term target of being Net Zero by 2050.

- Firm focus on reducing fuel consumption of both office and site-based workers by decarbonising our fleet, promoting car-pooling, tackling machine idling, reducing reliance on diesel generators and rolling out sustainable biofuels.
- Build low-carbon and A-rated new homes as well as retrofit projects that have lower energy demands through fabric efficiency and renewable energy technologies, allowing our customers to live more sustainable lives.

#### 2. Conserving Resources

Make our resources and therefore our money go further, maximising value and minimising our footprint across all areas of our operations.

- Minimise waste impact through application of the waste management hierarchy and modern methods of construction, as well as considered selection of waste carrier services.
- Maximise water efficiency through rainwater harvesting systems and water efficient design.
- Reduce office printing demand through printer control measures, office printing campaigns, and roll out of management system to replace company forms.
- Develop partnerships with recycling organisations to drive our waste towards circularity.
- Optimise energy efficiency and further incorporate the purchase and generation of renewable energy across our sites and in our offices.

### 3. People

Invest in our workforce and communities to ensure the long-term prosperity and wellbeing for all our stakeholders.

- Provide all employees with opportunities for continual learning and development.
- Uphold the highest health and safety practices across all our operations, striving for zero accidents and best practice on all our construction sites.
- Raise awareness of mental health across the company and train managers to appropriately respond to the varied needs of our workforce.
- Ensure Stonewood is an employer of choice for all employees by responding to feedback and regularly reviewing and enhancing our employee benefits.
- Engage with and incorporate feedback from our customers into our product and service development processes.
- Encourage all our stakeholders in making sustainable choices throughout their Stonewood experience and in their day-to-day lives.
- Support and raise awareness of our local and regional charity partners through ongoing fundraising activities.
- Continue to positively impact on the communities in which we operate by boosting local economies.

### Governance

This Policy will be communicated to all employees and made available both on the staff intranet and Stonewood Group website. It will be reviewed on an annual basis by the Corporate Governance Committee to ensure it appropriately responds to the ever-changing pressures of the climate crisis, the priorities of the Stonewood Group and the expectations of our stakeholders.



Gavin Calthrop

Corporate Governance Director

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