

**SUSTAINABILITY POLICY**

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At Haigh Rail we believe that a sustainable business is dependent on economic vitality, social equity, and a healthy natural environment. We do not see these goals as mutually exclusive, but inextricably linked. We are committed to develop sustainable business practices that meet the needs of the present without compromising the welfare of future generations. We pledge to develop strategies that enable us to move toward sustainability while enhancing the value offered to our clients.

Due to the nature and diverse aspects of our business we understand that the materials and processes we use can make heavy demands on our natural resources; our aim is to manage our responsibilities and mitigate potential adverse effects on our business, the environment, and the communities we work in.

Through continual review, and to demonstrate to our stakeholders, clients and supply chain, Haigh Rail aims to target each of the areas covered by the three pillars of sustainability, demonstrating our commitment to sustainable development.

**Social**

We have a corporate social responsibility to identify the needs of groups and individuals and consider their wellbeing within our communities, supporting improving skills and training for local people.

**Economic**

We believe we must focus on the importance of stable economic growth within our communities, providing opportunities for local work for local people.

**Environmental**

Through responsible sourcing of material suppliers and subcontractors, Haigh Rail will ensure that we:

- Select materials based on their environmental impact.
- Reduce energy consumption.
- Consider renewable energy solutions.
- Minimise waste to landfill.
- Give full opportunity to local businesses.

**PLAN**

Sustainability is key to the future success of our business. At Haigh Rail, sustainability means running an effective and efficient business on safe and secure sites, treating employees and communities fairly and with respect, and minimising our environmental impacts.

Driving a balance between social, economic, and environmental impacts will strengthen our business now and in the future. It will enable us to manage our corporate risks while meeting the evolving expectations of our stakeholders, notably our clients. To achieve this, we are implementing a plan which has been developed with short and long-term goals. This will enable us to take a systematic and transparent approach to delivering a sustainable business.

Our plan focuses on the following sustainability aspects that relate back to the Haigh Rail business objectives, which over time will enable us to work towards a position of excellence. The key aspects are:

BUSINESS OBJECTIVES	SUSTAINABILITY VISION	SUSTAINABILITY ASPECT
<b>Performance Delivery</b>	Ensuring the sustainable delivery of our projects	Carbon Travel & Transport Waste Construction Supply Chain Management Ecology & Heritage
<b>Reputation and Employer of Choice</b>	Being socially responsible in our business relationships	Employment Engagement & Communication
		Community
<b>Safe, Secure, Clean</b>	Aiming for target zero in health, safety and environment	Health & Safety Resource Use Environmental Discharges

## LONG TERM SUSTAINABILITY GOALS

### **Sustainability:**

All employees receive training in sustainability principles.

### **Climate Change:**

Eliminate all greenhouse gas emissions produced because of our operations, employee travel and use of our products or services.

### **Resources:**

Eliminate use of virgin materials through conservation efforts, procurement processes that stipulate recycled materials, and promoting reuse.

### **Waste Reduction and Recycling:**

Send zero waste sent to landfill.

Achieve one hundred percent recycling rate for recyclable materials.

## MEANS OF ACHIEVING

Haigh Rail sustainability policy and long-term plan is to deliver solutions to our people, clients and the wider community which are sustainable and reduce the impact of our business on the environment.

### **Sustainable Impact**

This policy and plan are supported by our achievement in gaining accreditation to BS EN ISO 14001:2015 in ensuring that we drive down the environmental impact of every working activity.

We will work with our supply chain to deliver mutually sustainable solutions that deliver value for money.

We will maximise resource efficiency in planning, design, waste management and recycling.

### **Sustainable Communities**

We will endeavour to employ from local communities.

We will employ, develop, and retain the very best people.

We will engage, communicate with, understand, and feedback to local communities, reducing any impact on their standards.

### **Sustainable Solutions**

We will consider the lifecycle impacts and consider when planning, designing, and choosing / procuring materials.

As a company, sustainability must become embedded in the way we do business. There is still much to do to ensure that this happens, including establishing benchmarks and a more structured timeline for achievements, and the full support of the business is essential to ensure we deliver our mission in a sustainable manner.

Signed:



(Managing Director) Dated: 29/09/2023