



ESG policy

Policy statement

We deliver essential infrastructure services across the UK and Ireland, recognising long-term and profitable business success depends on the sustainability of the society and environment in which we operate.

We're committed to embedding environmental, social and governance (ESG) principles into our strategies and operations, making a positive, measurable impact on our people, planet and the communities we serve.

We'll operate responsibly, respecting our stakeholders, and proactively addressing key ESG challenges, including climate change, biodiversity loss, social inequity, and governance transparency.

Our ESG priorities are aligned under the following pillars, with annual targets set and publicly reported:

- 1. Health, wellbeing, and safety**
We're committed to ensuring no individual is harmed by our work and employee wellbeing is prioritised.
- 2. Environment and net zero**
We aim to achieve net zero emissions, protect and enhance biodiversity, and adopt sustainable procurement practices that minimise our environmental footprint.
- 3. Respect, inclusion, and belonging (RIB)**
We embrace diversity, equity, and inclusion, fostering a culture of respect and belonging while promoting equal opportunities at all levels of our workforce.
- 4. Social value and sustainable procurement**
We deliver measurable social value by engaging with communities impacted by our presence and purchasing decisions, contributing positively to local economies, being a good neighbour and procuring responsibly.
- 5. Governance and stakeholder engagement**
We maintain the highest standards of ethical governance, engage transparently with stakeholders, and manage ESG risks and opportunities to strengthen our strategic approach to sustainable profitability.

ESG reporting and accountability

In addition to including key ESG-related disclosures in our annual statement of accounts, we're committed to publishing an annual ESG report detailing our performance against targets, meeting obligations such as SECR, UN reporting, and investor disclosures. We'll continually monitor industry best practices and obligations, assess ESG risks through periodic materiality and impact assessments and develop practices that align with our strategic vision.

Who is this for?

All people employed within M Group, including our subcontractors and suppliers, in any capacity and at any level of seniority.

Divisional obligations

Group support will:

Ensure the Group executive board is kept informed and updated on potential and actual developments in ESG-related areas of consideration.

Ensure divisional managing directors receive information relevant to their obligations.

Each Group business will:

- Develop and implement policies and procedures in alignment with this ESG Policy
- Set and achieve its own ESG-related targets that support our goals and report progress annually
- Allocate sufficient resources to ensure the effective implementation of the ESG Policy
- Notify the divisional operations board of any risks, issues, or complaints that could impact our reputation or standing.

By integrating ESG principles into our operations, we'll drive long-term value creation while contributing positively to society and the environment.