



MGroup Biodiversity Policy

Approved: 9th Dec 2025

Background

This document sets out M Group's intent for the protection and enhancement of biodiversity and the importance of biosecurity in preventing the spread of invasive and harmful organisms whilst we undertake our activities.

Definitions

Biodiversity refers to the biological diversity – that is the rich variety of species, habitats and ecosystems around the world that are held within a delicate balance. In addition to the intrinsic value of habitats and ecosystems, these provide ecosystem services for humanity in the form of food, clean water, resources and medicines. Maintaining such a balance is fundamental to ensure resilience of our planetary systems and the ecosystem services on which society depends. Biodiversity is also critical in the efforts to combat climate change. Diverse ecosystems are more able to withstand and recover from the impacts of climate change and ecosystems such as forests, wetlands and grasslands provide natural carbon sequestration.

Biosecurity refers to actions and strategies to prevent the introduction and spread of organisms that are harmful to people, plants and animals (whether domesticated, wild and farmed) such as non-native pests and disease-causing organisms such as bacteria, fungi and viruses.

M Group acknowledges the importance of biodiversity within the natural world (biosphere) as a life support system for the planet, its interrelationship with managing climate change, and the escalating global biodiversity emergency that is currently occurring. M Group will act to support nature and its biodiversity and prevent the spread of harmful organisms through biosecurity management practices.

M Group operates through five operational divisions: Water, Energy, Telecoms, Highways and Rail & Aviation. Each division is responsible for ensuring that operations are delivered as a minimum in accordance with this policy statement, with Group Support functions supporting where possible.

Each M Group Division will:

- Have arrangements in place to ensure compliance with all relevant environmental legislation and its own Environmental Management System.
- Never consciously or carelessly engage in activities or strategies that negatively disrupt ecosystems or habitats or compromise biosecurity without a diligent effort to consider alternatives, propose mitigations and minimise impacts.
- Ensure biodiversity specialists hold relevant qualifications and licences to undertake the required assessments and provide the relevant guidance, where their activities are required.
- Provide relevant workers with adequate training, empowerment and instruction to ensure they have confidence and competence to undertake tasks.
- Give high regard to matters of personal, vehicle and equipment biosecurity to prevent the spread of harmful pathogens and other non-native species.
- Give high regard to the protection and enhancement of nature and its biodiversity. This includes application of the Mitigation Hierarchy (Avoid, Mitigate, Compensate). The Mitigation Hierarchy addresses avoiding and minimising harm.
- Where feasible, consider opportunities for biodiversity rehabilitation, enhancement and regeneration (termed Nature Positive) in the capacity of clients' requirements.
- Give regard to how nature can be harnessed to support infrastructure and address climate change through nature-based solutions and the sequestration of carbon, where possible, and in the capacity of the clients' requirements.