

Langstone Construction Group Sustainability Policy & Strategy 2022



7 Steps to Sustainability

- ✓ Carbon Reduction
 - ✓ Waste Management
 - ✓ Sustainable Procurement
 - ✓ Respecting Natural Resources
 - ✓ Community Engagement
 - ✓ Training & Development
 - ✓ Communication

Langstone Construction Group

Sustainability Policy & Strategy 2022



Foreword

The Langstone Construction Group undertakes new and refurbishment construction projects in the commercial, industrial, retail, health, education, leisure, energy, public services, and residential sectors and how we deliver those projects needs to meet not only the expectations of today's customers but also those of future generations.

The scale and diversity of work that the Group undertakes through its businesses presents a real opportunity to develop and implement initiatives to minimize our impact on the environment and enhance the communities in which we operate.

We adopt a collaborative and inclusive approach with all stakeholders, including customers, designers, supply chain and local communities in our desire to minimize environmental impact and construct energy efficient, cost-effective, high-quality buildings.

This document outlines our response to the pressing need to deal with climate change whilst developing a sustainable built environment for future generations to enjoy.

- Our Policies address the practical steps required to anchor sustainable principles at the heart of our business activities.
- Our Strategy sets out our approach for delivering a sustainable and responsible business model through our core activities, services and supply chain and embodies an aspiration to be innovative and consistently improve what we do.

"The Langstone Group continues to raise awareness of the importance of meeting the environmental and social challenges of the 21st century within our businesses and amongst our subcontractors and suppliers. Currently Langstone is delivering projects that add to its sustainability credentials, adopting the principles of our Group Sustainability Strategy and following defined policies. The Board recognizes that it must continue to develop a culture at Langstone that places sustainability alongside other key deliverables of safety, customer service and quality. Whilst this document outlines our strategic approach, Langstone remains mindful that it is necessary to be aware of, and remain adaptable to, the changing responsibilities that the built environment presents to our businesses."

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Strategy

Our strategy considers the ever-growing demand for more socially, environmentally, and economically sustainable buildings delivered by responsible businesses that implement positive measures with respect to the social, environmental, and economic impact of their actions.

It starts with the concept of the ‘triple bottom line’ – People, Planet, Profit – and underpins our continuing desire to collaborate with our customers and supply chain to make a real difference, meeting our corporate responsibilities and proactively addressing our 7 steps to sustainability:

- Carbon Reduction
- Waste Management
- Sustainable Procurement
- Respecting Natural Resources
- Community Engagement
- Training and Development
- Communication

Our sustainability strategy has been integrated into existing Group policies and decision-making processes and continues to form the basis for setting and implementing new and updated targets and initiatives. It impacts all employees - particularly those engaged in planning, design, procurement, and delivery across all Langstone Group businesses.

We commit to communicating our aspirations to advisors, consultants, and our supply chain, as our sustainability performance and that of the completed building could be significantly influenced by their respective, skills, knowledge and understanding.

Our sustainable construction business strategy applies to all areas of Langstone Construction Group operations and to permanent office locations as well as site activities. However, the area of greatest impact, will undoubtedly be in our contribution to delivering new and refurbished buildings designed and constructed to minimize environmental impact and provide long-term energy efficiency, bringing whole-life value to the property owner, users, and the communities in which they are constructed.



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People

Social Responsibility



<p>Customers</p>	<p>We will listen to the views of our customers and take appropriate action in support of our vision to be widely acclaimed for industry leading performance and customer service.</p>
<p>People</p>	<p>We will respect the views of our employees and provide a safe and healthy working environment for everybody working on our sites and in our offices.</p> <p>The quality of our workforce is a key factor in striving to meet our vision. We recognize this through our goal of being the employer of choice; endeavoring to provide rewarding careers not just jobs.</p> <p>Despite the challenges faced within the construction sector, we will continue to place people development high on our agenda. We will continue to prioritize training, maintain our Investors in People Silver accreditation, and survey our employees for their opinions.</p>
<p>Community</p>	<p>We will support the communities in which we work, engaging in consultation, respecting diversity, being sensitive to local needs and contributing to economic well-being. We are committed to keeping disruption to a minimum and following the Considerate Constructor's principles and measures.</p> <p>Initiatives that benefit society and local communities feature strongly in our approach to corporate responsibility and will include, not only financial assistance, but also contributions of time and resource.</p>
<p>Environment</p>	<p>We will seek to minimize the impacts of our activities on the environment and communities in which we operate, developing solutions to ensure continuous improvement in our environmental performance. We undertake to raise environmental awareness amongst our employees and supply chain to be less wasteful in the use of resources. Not only will we seek to maximize reuse and recycling we will reduce waste through fully considered planning and design.</p>
<p>Suppliers</p>	<p>We will create sustainable supply chains based on integrity and respect; working in partnership in pursuit of best practice in a safe environment.</p>

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Planet

Environmental Best Practice



Sustainable Sourcing

Construction consumes significant amounts of resources such as steel, concrete, cement, and timber, often in ways that are inefficient or unsustainable. At Langstone we have put in place Sustainable Procurement Policies that encourage our employees and supply chain to review their consumption of resources such that we source only what we need. Knowing where materials come from and identifying the 'chain of custody' is equally as important. Our preference is to procure products that are manufactured and can be used in an environmentally and socially responsible way and which are accredited to a recognized environmental standard.

Where possible we will endeavor to identify and offer sustainable alternative products to our customers and give preference to local suppliers and subcontractors.

We continue to raise awareness with our employees and our suppliers of the environmental and social effects of materials procurement and ensure that environmental credentials are considered throughout the supply chain appraisal process.

Reuse, Reduce, Recycle

Our project specific Site Waste Management Plans (SWMP) are key documents in our drive to eliminate waste going to landfill and in finding new opportunities to reuse or recycle waste materials through efficient design and careful management of the construction process. Each SWMP will set out measures for minimizing waste, maximizing recycling and for dealing with problem areas; all designed to ensure that we meet or exceed our target waste recycling rate across the Group.

At Langstone we have developed long-term strategic alliances with key waste service providers—using their feedback and information from site management returns we are able to record monthly recycling figures.

We will continually look for opportunities to reuse, reduce or recycle, materials on or off site.

Carbon Footprint

We will put measures in place to continue to reduce annual business mileage and review maximum allowable emissions across the fleet. We will continue our commitment to green tariff energy supply, increasing the use of energy saving cabins on site and seeking additional ways to reduce our carbon footprint.

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Profit

Economic and Business



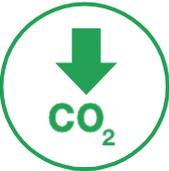
<p>Expectations</p>	<p>With increased expectations for the construction industry to improve its environmental and social performance it has never been more important to build upon our achievements to date and embrace sustainability within the Group's business strategy and corporate values.</p>
<p>Business Planning</p>	<p>We recognize that by adopting sustainability best practice there is an opportunity to deliver long-term benefits to the business, the Langstone brand and our shareholders. By applying our vision as much to sustainability as anything else we can aspire to deliver industry leading performance in all that we do.</p> <p>When business planning, we set targets relating to financial performance, workload, customers, training, development, and growth. Our approach to sustainability, as detailed within this strategy, encompasses all these areas, and will influence corporate governance, management systems and procurement policies.</p> <p>Everyone plays a part in achieving our sustainability objectives - therefore we are committed to collaborating with our employees, customers, and supply chain to raise environmental and sustainability standards in the built environment. We are in a position where we are able and willing to understand the challenges, suggest alternatives and influence the outcome.</p>
<p>Shaping the Business</p>	<p>In a world where resources are becoming more constrained, using our sustainability strategy to help shape our business to be more adaptive to change, more efficient and more responsive to the challenges ahead will be a key factor in the Group's continuing growth.</p> <p>Communicating both internally and externally is fundamental in demonstrating how the business is progressing with its sustainability strategy and how, by adopting sustainable construction methods, whole-life costs can be reduced. We communicate our intentions and progress externally via our website and internally via the businesses Information Management System.</p>
<p>Business Commitment</p>	<p>In committing to our sustainability objectives and targets we will adopt an open, collaborative, professional and socially responsible approach to business; aiming to provide our customers with a quality of service that reflects our vision of being widely acclaimed for industry leading performance.</p>

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7 steps to sustainability

'The way in which we plan, procure, construct and maintain our built environment is critical to our quality of life now and in the future. At Langstone we have identified 7 strategic areas which we believe are key to making a positive contribution to the sustainability agenda, ensuring that we remain focused on 'building for generations to come.'

	<p>Carbon Reduction Making buildings more energy efficient, increasing use of low or zero carbon technologies, reducing site energy consumption, vehicle emissions, travel distances and the need to travel.</p>
	<p>Waste Management Reducing waste, re-using and recycling where possible and ultimately sending zero waste to landfill.</p>
	<p>Sustainable Procurement Using low impact, low embodied energy products, sourced locally and responsibly from renewable sources.</p>
	<p>Respecting Natural Resources Using natural resources more efficiently in buildings and in the processes, we undertake; tackling water and raw materials use, biodiversity, and pollution.</p>
	<p>Community Engagement Collaborating with our clients, suppliers, and community organizations to ensure that our activities support local employment and positively contribute to the wellbeing of the communities in which we work.</p>
	<p>Training and Development Committing to increasing the sustainability and environmental awareness of our employees and our supply chain.</p>
	<p>Communication Improving internal and external communication methods and platforms to ensure effective dissemination of information, the sharing and adoption of industry best practice and consideration of new and emerging technologies.</p>

Langstone Construction Group Sustainability Policy & Strategy 2022

Why are the 7 Steps to Sustainability important to Langstone?

Vision

As an extension to the companies dedication to achieve unrivalled levels of customer service, enhancing our performance with respect to environmental and social impacts will help to make Langstone Construction Group the delivery partner of choice where sustainability is a key driver for our customers.

People

Making Langstone the employer of choice – retention and recruitment of, and investment in, people is becoming increasingly more important in an industry where building relationships is just as important as building buildings.

Reputation

Improved standing in local communities.
An increasing number of construction clients are demanding a real, rather than cosmetic, response to the sustainability agenda.

Supply Chain

Making Langstone the customer of choice, where consultants, subcontractors and suppliers want to be part of a progressive, caring, environmentally aware team.

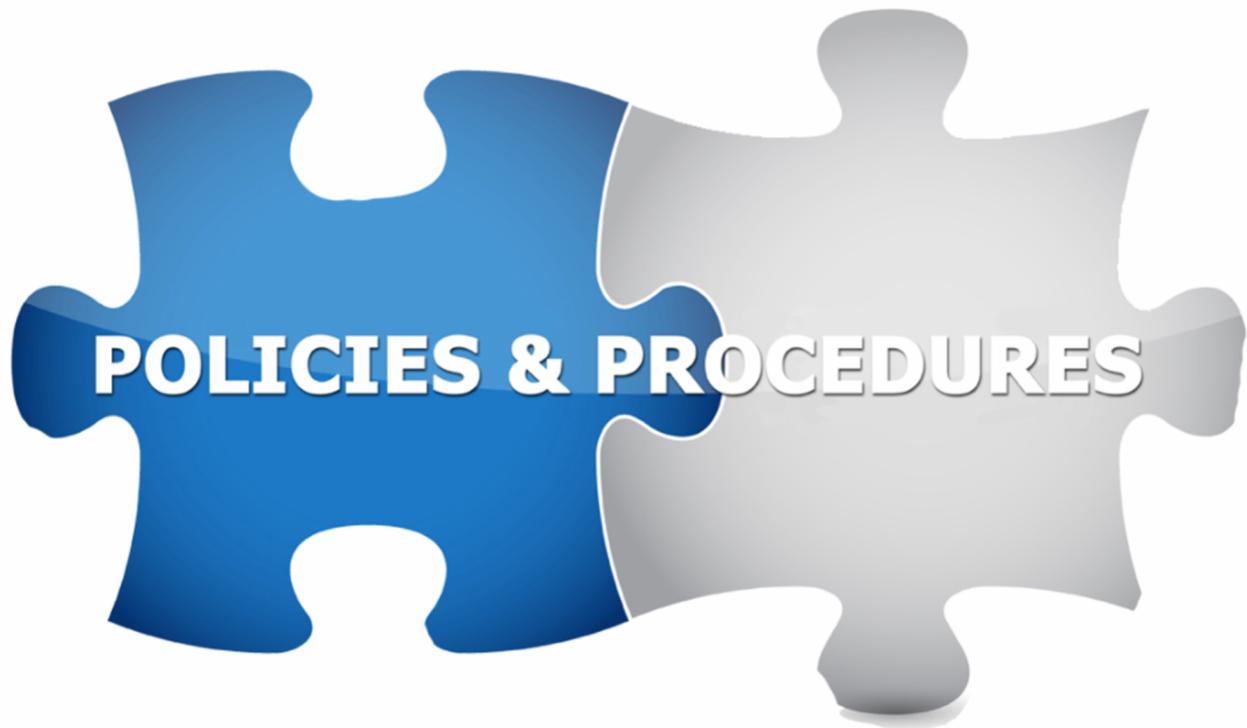
Efficiencies

Improved management processes resulting in reductions in energy and water consumption, less wastage, higher levels of staff retention and lower transport costs.



Langstone Construction Group Sustainability Policy & Strategy 2022





Sustainability Policy Statement

We are committed to the creation and maintenance of buildings that conserve rather than waste energy and aspire to build them in a way that minimizes their environmental impact now and for future generations. By adopting current best practice and by continually seeking to improve, we will manage our business so that it delivers long-term value to our people, our clients, our supply chain, and the communities in which we work.

Our Group Sustainability Director has overall responsibility for implementing our Sustainability Strategy at the most senior level and working with others to ensure that issues of sustainability are reflected in all policies where relevant. Due to the nature of sustainability, and our strategy for achieving change and improvement, there is no single sustainability policy that could address all the steps required, instead we ensure our sustainability ethos and principles are absorbed into other policies across the business. This approach means that responsibility for ensuring our commitment to sustainability is upheld and cascades from our Group Sustainability Director through Executive and Operational Directors, Senior Managers and to individuals on our construction sites and in our offices. The policies that relate to our Sustainability Strategy are appended to this document and applies to Langstone Construction Group Limited.

- Sustainable Procurement Policy
- Timber Procurement Policy
- Corporate Social Responsibility Policy

Other policies that incorporate components with a strong impact on how we work towards upholding and improving the seven steps to sustainability include:

- Health, Safety and Environmental Policy and Procedures (e.g., Considerate Constructors Scheme, Waste Management)
- Learning and Development Policy
- Contract Procedures (e.g., pertaining to health and safety plans, procurement, reporting)



"Langstone remains committed to operating in a socially responsible, sustainable and ethical manner. We are proud to be making a positive impact on the communities and environment in which we live and work."

Langstone Construction Group Ltd
September 2022

Langstone Construction Group Sustainability Policy & Strategy 2022



Sustainable Procurement Policy

Langstone recognizes its responsibility to conduct procurement activities in an environmentally and socially responsible manner.

In line with our Sustainability Strategy and Environmental Policy Statement we will strive to incorporate environmental and social considerations into our procurement processes. We recognize that it is our responsibility to encourage our supply chain to minimize the environmental and social impacts associated with the products and services they provide.

Langstone will therefore:

Policy and Strategy

- Encourage our employees to review consumption of goods and services to reduce usage where possible and select on sustainable and responsible principles.
- Give preference to local suppliers and sub-contractors where practicable.
- Promote the minimization of waste and maximization of recycling.
- Seek to use non-toxic materials and refrigerants with a low Global Warming Potential.

Awareness and Communication

- Communicate this policy to all employees and our supply chain.
- Enhance the awareness of our employees and our suppliers of the relevant environmental and social effects of purchases through appropriate training and communication.
- Provide guidance and relevant product information to our employees to allow them to select sustainable products and services, sourced responsibly.

Procurement Process

- Ensure that environmental credentials are considered in the supply chain appraisal process.
- Encourage our supply chain partners to seek relevant environmental certification such as ISO 14001.
- Give preference to products that can be manufactured, used, and disposed of in an environmentally and socially responsible way and which are accredited to a recognized environmental standard.
- Promote best practice for sustainable procurement.
- Consider re-use of materials and materials with a high recycled content where practical.
- Endeavour to purchase products containing timber from a sustainable source complying with the Forest Stewardship Council (FSC), Program for the Endorsement of Forest Certification (PEFC) or Canadian Standards Association (CSA) certification schemes and identify the "chain of custody." Refer to the Langstone Group Timber Procurement Policy.

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Langstone Construction Group Ltd
Sustainable Procurement Policy – September 2022

Langstone Construction Group Sustainability Policy & Strategy 2022



Langstone Group Timber Procurement Policy

This Policy applies to Langstone Group Limited and all its subsidiary and associated companies.

In support of our vision to be widely acclaimed for industry leading performance, we recognize the importance of minimizing the impacts of our activities on the environment and the communities in which we operate.

'Respecting Natural Resources' and 'Sustainable Procurement' are two of the 7-Steps that form the basis of the Langstone Group Sustainability Strategy. In addition, our Sustainable Procurement Policy makes a commitment to sourcing wood products from legally and sustainably managed forests.

To confirm an acceptable 'Chain of Custody' (COC), we will endeavor to purchase products containing timber which comply with the following schemes:

- Forest Stewardship Council ® (FSC®).
- Program for the Endorsement of Forest Certification (PEFC).
- Canadian Standards Association (CSA).
- Malaysian Timber Certification Council (MTCC). Tropical Hardwoods Only.

COC Certification is a means of demonstrating that timber products have been tracked through the supply chain, from forest to final use. Certification is required for every stage in the process if the end product is to be sold as 'Certified Timber' and carry the logo of the certifying scheme.

We have established a preferred list of suppliers who hold one or more of FSC, PEFC, CSA and MTCC Chain of Custody Certification, as identified within this document.

Timber products will procure by the Group Purchasing department and order documentation will specify where client requirements are to be met, e.g. 'All Timber on this project to be FSC Certified.' Where tropical hardwood is specified we will endeavor to source FSC or MTCC where possible. If certified timber is not available, credible evidence will be sought which demonstrates legality, sustainability, and traceability through the supply chain.

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Langstone Construction Group Ltd
Timber Procurement Policy – September 2022

Corporate Social Responsibility

Corporate Social Responsibility Mission Statement

"Langstone is committed to ethical behavior and to sustainable economic development and professionalism. We will provide our services with care, skill, competence and improving the quality of life for their workforce, their families as well as the local community and society at large".

Clients:

The Langstone Group will serve its clients with honesty, integrity, and diligence consistent with the best interests of our clients.

Standards of Practice:

We will provide our services in a manner consistent with the established and accepted standards of the profession and with the laws and regulations which govern its practice. We will avoid conduct that would be considered unethical.

Competition:

We will maintain our professional reputation by always competing fairly with our competitors.

Remuneration:

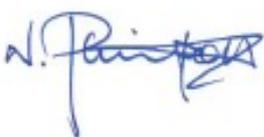
We will negotiate fairly and openly with clients in establishing a basis for compensation. We will charge fees and expenses that are commensurate with the services to be provided and the responsibilities and risks to be assumed. We will remunerate our staff fairly.

Public Welfare:

Langstone will not tolerate racial, sexual, or political discrimination. We will hold the health, safety and welfare of our staff and the public in the highest regard and will seek ways to continuously improve our performance in this arena.

Internal Support:

Langstone Construction Group will conduct itself in the interests of our clients, staff, and the wider community. We will actively promote honest and ethical behavior and will support and protect anyone who 'whistle-blows' within the business where illegal or unethical conduct is concerned.



Langstone Construction Group Ltd
Corporate Social Responsibility Mission Statement – September 2022

Langstone Construction Group Sustainability Policy & Strategy 2022



Corporate Social Responsibility Policy

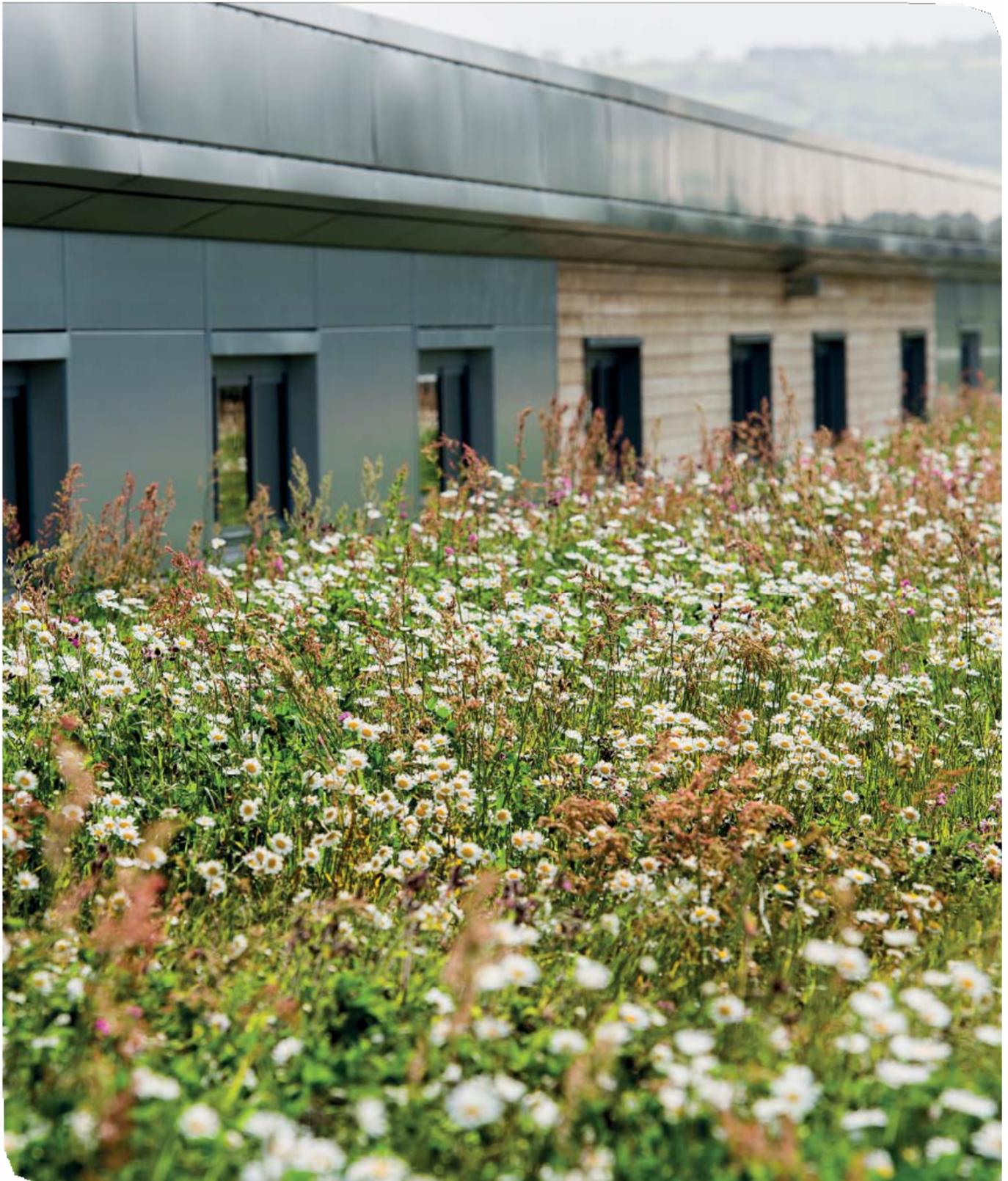
<p><u>Customers</u></p> <p>We will listen to their views, exceed expectations, and remain agile to respond to market requirements and competitive pressures</p>	<p><u>We will achieve this by:</u></p> <ul style="list-style-type: none"> • Exceeding our customers' expectations and meeting the challenges placed on us to deliver against contracts • Placing safety & sustainability at the heart of our business and customer objectives • Respecting diversity and considering the needs of users with special needs • Forging long term and mutually beneficial relationships with our customers • Establishing a delivery model which integrates design, procurement, and construction effectively
<p><u>People</u></p> <p>We will respect their views, provide a safe and healthy working environment and conduct business with integrity</p>	<p><u>We will achieve this by:</u></p> <ul style="list-style-type: none"> • Investing and developing the skills and capabilities of the workforce through the Langstone Academy and other mechanisms • Understand the needs of our people by consulting regularly and acting on what we hear • Remunerating our employees fairly • Valuing the diversity of our people • Complying with all relevant employment and Health & Safety Standards
<p><u>Community</u></p> <p>We will continue to support the communities in which we work and seek to behave with integrity through engaging in consultation and contributing to the economic and social wellbeing of that area</p>	<p><u>We will achieve this by:</u></p> <ul style="list-style-type: none"> • Actively encouraging participation in community projects • Supporting local businesses, charities, and the economies in which we work • Operating in a way which does not affect the safety of those around us • Working in Partnership with councils, planning authorities and regulatory bodies • Respecting the diversity of communities in which we operate and being sensitive to local needs
<p><u>Environment</u></p> <p>We will seek to minimize the environmental impacts of our activities on the surrounding environment and communities, minimize pollution and develop intelligent solutions to ensure continuous improvement in our environmental performance</p>	<p><u>We will achieve this by:</u></p> <ul style="list-style-type: none"> • Following the ISO:14001 certification • Fully committing to sustainable development and our Environmental Policy • Complying with further relevant environmental legislation and standards • Encouraging the efficient use of resources and reduce emission of carbon dioxide wherever we can • Seeking alternative solutions which encourage sustainable construction and more efficient waste management

Langstone Construction Group Sustainability Policy & Strategy 2022



<p><u>Suppliers</u></p> <p>We will work as an integrated team with our supply chain to provide safe and healthy working environments and pursue best practice.</p>	<p><u>We will achieve this by:</u></p> <ul style="list-style-type: none">• Providing safe and healthy working conditions for everyone collaborating with us• Working in partnership with our suppliers to ensure we are at the leading edge of construction techniques and products• Seeking the views of suppliers and acting on what we hear• Engaging our suppliers in our standards and policies• Managing our supply chain better to increase efficiencies, reduce waste and enhance profitability
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