

POLICY STATEMENT

At Designer Group Engineering Contractors Holdings DAC, we recognise our responsibility to operate our business in a manner that supports sustainable development and long-term value for our employees, clients, communities, shareholders and the environment. Addressing climate change, environmental degradation and social impacts requires clear commitments, strong governance and continuous improvement. We are committed to playing our part in meeting these challenges through responsible leadership and action.

We recognise that our activities have direct and indirect impacts across our operations and the value chain. We therefore commit to managing these impacts responsibly, considering both current and future generations, and aligning our operations with internationally recognised sustainability frameworks, including the Greenhouse Gas (GHG) Protocol and applicable EU sustainability reporting requirements.

Our Vision

We place sustainability at the core of our business strategy, embedding environmental, social and governance (ESG) considerations into decision-making at all levels of the organisation. Sustainability is integral to how we plan, deliver and evaluate our projects, manage risks and opportunities, and create long-term value for our stakeholders.

Our approach recognises that long-term business success is inseparable from the health of the environment, the wellbeing of people and the strength of governance systems. We aim to operate responsibly, ethically and transparently, ensuring that sustainability considerations inform both strategic direction and day-to-day operations.

Our vision of a sustainable future is supported through collaborative partnerships with our stakeholders to deliver responsible and sustainable outcomes. We seek to avoid, minimise and mitigate adverse impacts on society and the natural environment, including climate change and biodiversity loss, while supporting positive social and economic outcomes in the communities in which we operate.

Strategic Pillars

Developed through an examination of our activities and informed by our Policy and Vision, we have identified three strategic pillars that bring together our key impacts and activities. These pillars allow us to focus implementation on clear, manageable themes and support our materiality assessment in line with the Carbon Disclosure Project (CDP) and applicable regulatory requirements.

1. People *A society for our future*

We recognise that our people are central to the success of our business and to the delivery of our sustainability objectives. We are committed to creating a working environment that supports physical and mental wellbeing, professional development and equal opportunity for all.

Our commitments include:

- Providing a safe and secure workplace, with a strong focus on occupational health and safety.
- Promoting diversity, equality and inclusion, and ensuring respect and dignity in the workplace.
- Upholding internationally recognised human rights standards across our operations and value chain.
- Supporting learning, training and skills development to build sustainability knowledge and capability.
- Contributing positively to local communities through responsible business practices and engagement.

2. Planet *An environment with a future*

We are committed to protecting the natural environment and supporting the transition to a low-carbon, resource-efficient economy. We recognise that our activities can have significant environmental impacts and we take responsibility for managing these impacts in a structured and transparent manner.

Greenhouse Gas Emissions

We measure, manage and reduce greenhouse gas (GHG) emissions in accordance with the Greenhouse Gas Protocol. This includes direct emissions from our operations (Scope 1), indirect emissions from purchased energy (Scope 2), and relevant indirect emissions across our value chain (Scope 3). We maintain ambitious decarbonisation targets, including our commitment to operate a Net Zero Carbon business for Scope 1 and Scope 2 emissions by 2035, and to progressively reduce Scope 3 emissions through collaboration with suppliers, clients and partners.

Embodied Carbon

We recognise the significance of embodied carbon within the built environment and its contribution to whole life-cycle emissions. We

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are committed to assessing, managing and reducing embodied carbon associated with materials, construction methods and supply chains, and to supporting the adoption of lower-carbon alternatives and innovative solutions.

Resource Efficiency and Circular Economy

We support the principles of the circular economy by improving resource efficiency, reducing material consumption and minimising waste. We seek to apply circular practices throughout project lifecycles, including design, construction, operation and end-of-life, by prioritising reuse, recovery and recycling of materials where feasible.

Biodiversity and Ecosystems

We are committed to protecting, maintaining and, where possible, enhancing biodiversity and ecosystems affected by our activities. We seek to avoid and minimise adverse impacts on natural habitats and species, and to mitigate unavoidable impacts through responsible planning, design and construction practices, in line with applicable regulations and best practice.

Pollution Prevention and Environmental Protection

We aim to prevent pollution and protect air, land and water quality by managing waste, water and hazardous substances responsibly. We comply with all relevant environmental legislation and seek continual improvement in environmental performance across our operations.

3. Performance *A business of the future*

We recognise that strong performance and long-term value depend on effective governance, responsible business conduct and resilient supply chains. Sustainability considerations are integrated into our business planning, risk management and performance evaluation processes.

Sustainable Procurement and Value Chain Management

We integrate environmental, social and governance considerations into procurement and supplier management processes. We work with suppliers and contractors who share our commitment to responsible business practices and who support our sustainability objectives. We seek to reduce environmental and social risks within our value chain, with particular focus on greenhouse gas emissions, resource use, labour standards, human rights and ethical conduct.

Governance, Ethics and Accountability

Strong governance underpins our sustainability strategy. Sustainability oversight is embedded at the highest level of organisational leadership, ensuring that risks, opportunities, performance, and targets are regularly reviewed and guided. Leadership roles and responsibilities are clearly defined, including ESG coordination and management accountability. We are committed to ethical behaviour, compliance with applicable laws and regulations, and transparent decision-making. To support accountability and continuous improvement, we conduct appropriate internal and external audits covering environmental performance and regulatory compliance.

Risk Management and Resilience

We identify, assess and manage sustainability-related risks and opportunities, including climate-related risks, in line with our enterprise risk management framework. This supports business resilience, informed decision-making and long-term strategic planning.

Reporting, Targets and Continuous Improvement

Our sustainability strategy and performance are reviewed annually by the Board of Directors. We set specific, measurable targets across climate change, emissions, waste, water, biodiversity and employee wellbeing, and we monitor progress against these targets. We report transparently, both internally and externally where appropriate, in accordance with recognised standards, including the Carbon Disclosure Project (CDP), the GHG Protocol and applicable regulatory reporting requirements. We are committed to continuous improvement and to adapting our strategy and actions in response to evolving regulations, stakeholder expectations and scientific understanding.

Responsibility and Implementation

This policy applies across all Designer Group Engineering Contractors Holdings DAC operations and is supported by detailed procedures, strategies and management systems. Leadership at all levels is responsible for implementing this policy and for enabling employees to contribute to our sustainability objectives.

For and on behalf of Designer Group Engineering Contractors Holdings DAC

Michael Slone
Group CEO



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