

Environmental, Social & Governance Policy (ESG)

VITRUVIUS

Vitruvius Management Services Limited ('the Company') provides Specialist Project, Commercial and Construction Management Services and are committed to caring for and protecting the environment in which we operate by having a responsible and dedicated approach towards sustainability and improving environmental performance across all our business activities through considering the environmental, social, and governance impacts of our business decisions.

The Company contributes to sustainable development by balancing our business aims with environmental considerations, complying with the legislative requirements of **ISO 14001:2015**, and will encourage our business partners and members of the wider community to join us in this effort. We have identified our significant environmental aspects which provide a framework for establishing and reviewing the Company Environmental Objectives and Targets. We are committed to continuously improving our environmental efficiency and we will promote Environmental Best Practice to enable our clients to improve their own environmental performance and we will:-

Environmental

- (i) Manage and reduce our own environmental aspects and impacts through minimisation of waste, actively promoting recycling, responsible procurement practices.
- (ii) Evaluate our operations by undertaking regular reviews of our operations by measuring and maintaining our existing environmental performance through Environmental Risk Assessments and, where possible, make improvements, demonstrating our commitment to protect the environment, prevent pollution, and address the climate crisis through the provision of solutions to reduce and minimise our environmental impact. This is to be a fundamental element of our business with the aim to be a 'Net-Zero' carbon neutral/negative Company by 2030.
- (iii) Develop management processes and operational procedures to prevent pollution demonstrating this through strategic initiatives and conscientious practices, aimed to minimise our carbon footprint.
- (iv) Raise awareness of environmental issues for both staff, clients, subcontractors, suppliers, end users and all other interested parties along with all other organisations with whom we have contact through briefings, training and development of all employees, and encourage initiatives that enhance environmental performance and adopting best practice techniques.
- (v) Consider sustainable criteria, Life Cycle Assessments on plant and equipment and encourage the use of sustainable resources, designs and practices over the whole life cycle of the services we provide.

Social

- (i) Equality, Diversity & Inclusion - the Company will provide and maintain an inclusive environment through equal opportunities, operating a zero-tolerance stance to any form of discrimination in the realms of race, age, sex, sexual orientation, religious beliefs and/or disabilities.



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- (ii) Health, Safety & Wellbeing - all employees/clients/subcontracts etc. working for or on behalf of the Company, have the right to work in a safe and suitable environment, and we are committed to ensuring our office and sites have mitigated all risks so far as is reasonably practicable.
- (iii) Human Rights & Modern Slavery – the Company operate a zero-tolerance towards modern slavery and are committed to acting ethically and responsibly in all our business functions. This further transpires to functions and practices within our supply chain, ensuring suppliers adhere legally to the Company's Supplier Code of Conduct.
- (iv) Workforce Engagement – the Company encourages a working environment where all employees feel motivated, valued, and empowered to achieve, and believe that Workforce Engagement is integral to driving innovation and improvement across the Company, including products, services and client experience.

Governance

- (i) Ethical Business Practices – the Company are dedicated to upholding ethical business practices in all aspects of our operations. Our employees and stakeholders are expected to adhere to the highest standards of integrity, honesty, and fairness. This includes, but is not limited to, compliance with all applicable laws and regulations, fair competition, and responsible marketing.
- (ii) Risk Management – the Company are dedicated to mitigating risks related to our operations; this concept expands to activities within our supply chain, and we assess potential suppliers against our Risk Management framework and ESG criteria, through our comprehensive Due Diligence process.
- (iii) Transparency - the Company has a culture of transparency and accountability and encourages all employees and stakeholders to report any concerns, including unethical behaviour or violations of Company policies, without fear of persecution.
- (iv) Anti-Bribery and Corruption – the Company's commitment to anti-bribery is demonstrated through prohibiting the offering, giving, receiving, or soliciting of any bribe, whether in cash or other forms, and emphasises our zero-tolerance stance towards bribery and corruption.

This policy has been established, agreed and endorsed by the Directors of Vitruvius Management Services Limited.

