

Balfour Beatty is trusted by our customers to deliver sustainable solutions and strengthen communities. We finance, develop, build, maintain and operate the increasingly complex and critical infrastructure that supports national economies and deliver projects at the heart of local communities.

## Strategy, Commitments & Targets

'Sustainable' is one of our five core values. It is integral to how we're Building New Futures for Balfour Beatty, our industry, communities, the environment, and for all our stakeholders. We have identified six focus areas that are most material to our business and have developed commitments and targets to deliver our sustainability strategy:

### Focus area: climate change

#### Commitment & targets: mitigate & adapt to climate change.

- 42% reduction in Scope 1 & 2 Greenhouse Gas (GHG) emissions by 2030
- Net zero Scope 1 & 2 GHG emissions by 2045
- Net zero Scope 1, 2 & 3 GHG emissions by 2050

Our GHG targets have been validated by the SBTi.

### Focus area: nature positive

#### Commitment & targets: Protect and enhance the environment.

- Deliver on our clear and measurable targets to halt nature loss by 2030
- Nature positive principles embedded across our UK operations to support nature recovery by 2050

### Focus area: resource efficiency

#### Commitment & targets: deliver resource efficiency through our operations.

- Eliminate non-hazardous excavation waste to landfill in the UK by 2030
- Zero avoidable waste in the UK by 2040
- Zero avoidable waste in the US by 2050

### Focus area: supply chain integrity

#### Commitment & targets: empower sustainability suppliers and champion ethical practices.

- 25% reduction in Scope 3 carbon emissions from purchased goods and services by 2030

### Focus area: community engagement

#### Commitment & targets: deliver long lasting social benefits for the communities we operate in.

- £3 billion of social value created in the UK by 2025

### Focus area: Employee diversity, equity and inclusion

#### Commitment & targets: create a diverse and inclusive organisation.

- Increase the number of female colleagues by 50% in the UK by 2030
- Increase minority ethnic and black representation by 60% in the UK by 2030

## Governance, Measurement and Reporting

- Maintaining clear accountability for delivery
- Assessing and reviewing the materiality and impacts of our activities annually
- Monitoring our sustainability performance
- Commissioning independent external assurance of our Scope 1 and 2 GHG data
- Complying with all legal and customer requirements, our operating standards, including our risk management framework, and our management systems
- Continuously improving and reporting our performance.

Through early engagement with stakeholders and by working with our supply chain we will offer our customers support on how to meet their own sustainability objectives.

To deliver this policy, we will raise sustainability awareness with our employees and supply chain partners through training courses, toolbox tools, workshops and other formal and informal communication methods. We will communicate this policy to our employees, supply chain partners and relevant interested parties and review it on an annual basis.

## AUTHORISATION

**Leo Quinn**  
Group Chief Executive, June 2024