

SUSTAINABILITY POLICY

SOCOTEC UK & Ireland is the leading provider of testing, inspection and certification services with comprehensive solutions in Infrastructure, Environment, Building & Real Estate and Advisory. Our ambition is to become the leading integrated player in the market, enhancing the sustainability of client's assets through unrivalled technical expertise and accredited services across the built environment.

To achieve this, our values of Commitment & Excellence, Entrepreneurship & Innovation and Accountability and Social responsibility are exemplified within our strategy and guide the actions and behaviours that enable us to fulfil our purpose to ***Build Trust for a Safer and Sustainable World.***

Our 4 Commitments

We acknowledge our impact on environment and recognise the importance of giving back to the communities in which we operate. In delivering sustainable outcomes for our clients, we are committed to reducing our own environmental impact whilst maintaining high standards of social equity and ethical business practice.

Our approach to sustainability balances environmental responsibility, social responsibility, social inclusion, ethics and governance to create long-term value for all our stakeholders:

1. Environmental Responsibility - Implementing the Transition

- Evolve our value proposition to achieve up to 50% Green Trust services supporting our clients environmental & energy transitions.
- Achieving Carbon 'Net Zero' across our operations by 2050, with a 42% reduction by 2030 vs. 2023 base year.
- Taking a 'Fleet First' approach to carbon reduction to achieve 50% electrification of fleet by 2030.
- Implementing circular economy principles through responsible materials procurement and waste minimisation.

2. Social Responsibility - Growing Together

- Maintaining robust safety systems, communication and training to promote a positive *Safety by choice, not by chance* culture – including a dedicated safety week annually.
- Providing a voice for our colleagues through our annual Great Place to Work (GPTW) survey, to provide feedback on their experiences of fairness & equity in the workplace.
- Achieve and maintain the GPTW accreditation (+65%) through continued colleague engagement.
- Enhancing our Employee Value Proposition (EVP) to improve overall colleague satisfaction, retention and creation of a supportive and rewarding work environment.
- Position ourselves as a learning company committed to professional development.

3. Social Inclusion & Community Engagement

- Train managers to optimise both inclusion and diversity across all parts of the organisation.
- Work with local and national education institutions and training providers to promote skills development, apprenticeships and internships across all levels of the technical spectrum.
- Create an inclusive workplace environment that welcomes diversity.
- Sponsor & support an appointed charity each year through fundraising and community volunteering with a particular focus on social equity and sustainability.
- Maintain a 'Volunteering Programme' and encourage colleagues to give up their own time to support charities and social programmes across the environment and sustainability agenda.

4. Ethics and Governance - Promoting Ethical Principles

- Upholding our Group Code of Ethics affirming our ethical principles of integrity, anti-corruption & bribery, responsibility and transparency towards our stakeholders.
- Implement SOCOTECs Sustainable Procurement Charter to ensure responsible procurement within our supply chain.
- Ensure robust systems and procedures that ensure fulfilment of our compliance obligations.
- Integrate sustainability considerations into wider business strategy and decision-making.
- Maintain a high degree of credibility through externally verified sustainability ratings.

This policy governs all SOCOTEC UK & Ireland operations and activities, establishing our commitments and approach to sustainability aligned with the strategic direction of SOCOTEC Group.

Signed

M. Marriott

Date: 01/01/2026

For and on behalf of SOCOTEC UK
Matthew Marriott
Chief Executive Officer

This Policy and the Responsibilities and Arrangements that support it will be reviewed at regular intervals or more frequently where there have been significant changes to the company or the nature of the company's activities.

The Company reserves the right to amend and/or withdraw this policy from time to time for any reason, including without limitation, to take account of changes in the law, best practice, and/or business requirements.