

## Sustainability Policy

### Scope

This policy outlines ODGroup's (including ODProjects (Holdings), ODCreate & ODInteriors) commitment to follow and promote sustainable practices to reduce the environmental impact of all our activities and to help our clients and supply chain to do the same.

### Objectives

Whilst our clients expect the best service we can provide, we must ensure that this can be achieved in a manner that reduces the use of natural resources, optimises energy efficient products and technologies and foster innovations and creative solutions that add value for our clients, communities and our planet. This is achieved by:

#### 1. Environmental Impact

- Identify environmental aspects and impacts through project environmental and sustainability analysis
- Regularly review and update our company aspects and impacts register
- Communicate with our employees so they are fully aware of our commitment
- Communicate sustainability and environmental targets to on site operatives through signage and inductions
- Promote a responsible approach to site-based operations through construction management plans and robust procedures
- Reduce the impact on local air quality by promoting and encouraging sustainable modes of transportation
- Preserve, restore, monitor our operational impact upon local ecosystems and biodiversity
- Promote a connection with the local environment and communities in which we operate through partnership, community engagement, and inclusive leadership.
- Demonstrate leadership and alignment with industry leading standards through sustainable approaches to the design, construction and retrofit of buildings.

#### 2. Waste & Resource Efficiency

- Introduce, monitor and report against diversion from landfill and recycling targets
- Develop a robust site waste management plan for all notifiable projects
- Promote the waste hierarchy throughout our operations
- Identify opportunities to reduce waste through the repurposing and reuse of materials and products
- Engage with our subcontractors to promote material efficiency and ensure recycling schemes are implemented

#### 3. Sustainable Procurement

- Ensure all timber and timber based materials are FSC/PEFC certified products
- Ensure all products are sustainability and ethically sourced in accordance with legislation
- Wherever applicable, source materials under a responsible sourcing certification scheme
- Champion the specification of materials with Environmental Product Declarations

#### 4. Carbon Footprint

- Identify opportunities to implement more sustainable practices and reduce our carbon footprint
- Promote the use of locally sourced suppliers to reduce our carbon footprint
- Work with our supply chain to promote sustainable environmental practices and carbon emission reduction
- Use water wisely through plumbed in systems
- Use energy saving bulbs and movement sensor lighting
- Encourage the use of greener alternatives to commute to work
- Use conferencing technology to reduce business travel for meetings
- Reduce our operational impact by encouraging staff to reduce printing
- Reduce the energy consumption of office equipment by purchasing energy efficient equipment
- Promote education and awareness of the effects of climate change, the environmental impact of the construction industry and national initiatives to address global warming.

## Arrangements

ODGroup aims to achieve the above through our Business Management System that has been certified to ISO 14001:2015 standard. We will reach these aims by:

- Identifying, managing and communicating aspects in order to reduce the impact of our activities
- Identifying laws and regulations that are applicable to our work activities.
- Promoting sustainable initiatives
- Ensuring our employees have the correct skills and knowledge to minimise damage to the environment
- Setting yearly targets to drive continual improvement
- Developing a culture that promotes an awareness of environmental impacts and sustainable best practices
- Ensuring our employees have the correct information, instruction and training to prevent pollution and minimise the impact on the environment.
- Consistently reviewing practices

## Responsibilities

- It is the responsibility of the Managing Director to review, approve and achieve this policy's aims
- It is the responsibility of Senior Management to ensure our objectives are achieved
- It is the responsibility of the Quality and Compliance Manager to ensure the processes needed for the Business Management System are established, implemented, maintained and reviewed as well as report, on the performance and any improvements needed
- It is the responsibility of the Sustainability & Well-being Manager to establish, implement, monitor and review strategies and processes which align with the objectives of this policy.
- It is the responsibility of all Managers to implement and enforce the processes and procedures defined in the Management System
- It is the responsibility of all employees to comply with this policy and company procedures



Jon Kearney  
Managing Director

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