Environmental Social Responsibility (ESG) Policy

OUR COMMITMENT

At AJT Engineering, we recognise that how we operate today directly impacts the world of tomorrow. We are committed to embedding Environmental, Social, and Governance (ESG) principles into every aspect of our business. These principles guide the way we support our people, deliver value to our customers, protect the environment, and strengthen the communities in which we operate.

Our approach to ESG is based on three pillars:

1. **Environment** – Accelerating the transition to renewable energy and reducing our environmental footprint.
2. **Social** – Putting people first, supporting inclusive growth, and building resilient communities.
3. **Governance** – Upholding integrity, accountability, and transparency in everything we do.

This policy sets out our commitments and provides the framework for how we measure success.

ENVIRONMENT

We are deeply committed to making a lasting, positive impact on the environment and driving meaningful change in the transition to a low-carbon future. Our approach is built on reducing emissions, conserving resources, and embedding sustainability into every decision.

Our Environmental Commitments:

- **Carbon Reduction:** Minimise greenhouse gas emissions by prioritising energy efficiency, investing in renewable energy solutions, and adopting low-carbon technologies in our operations.
- **Sustainable Operations:** Reduce waste, conserve water, and minimise the environmental impact of office and operational activities through responsible resource management.
- **Travel & Logistics:** Promote sustainable travel practices, including reduced business travel, increased use of virtual collaboration, and support for low-emission transport solutions.
- **Circular Economy Practices:** Encourage reuse, recycling, and responsible disposal of materials to reduce waste and promote resource efficiency.
- **Innovation for Sustainability:** Invest in new technologies, engineering solutions, and business models that accelerate the transition to renewable energy and lower-carbon outcomes.
- **Transparency:** Make our Environmental Policy available to stakeholders upon request.

By aligning our operations with these principles, AJT actively contributes to a lower-carbon economy and supports global climate goals.

SOCIAL

People are at the heart of everything we do. We recognise that our success depends on the wellbeing of our employees, the strength of our partnerships, and the resilience of the communities we serve.

Our Social Commitments:

- **Employee Wellbeing:** Prioritise the health, safety, and wellbeing of all employees through robust HSEQ management, training, and continuous improvement in workplace safety.
- **Diversity & Inclusion:** Build an inclusive culture that values diversity of thought, background, and experience, ensuring all employees are treated with dignity and respect.
- **Learning & Development:** Provide training, mentorship, and career development opportunities that help employees grow and enhance their skills.
- **Community Engagement:** Partner with local organisations to support education, skills development, and renewable energy initiatives that benefit wider society.
- **Job Creation & Local Value:** Contribute to local economies by creating employment opportunities and supporting local supply chains where possible.
- **Social Impact Measurement:** Regularly evaluate how our operations create long-term social value for employees, customers, and communities.

Through these commitments, AJT strives to create a positive social legacy, strengthening both our workforce and the communities in which we operate.

GOVERNANCE

Good governance underpins everything we do. We believe that trust is earned through transparency, accountability, and responsible leadership. Strong governance ensures we act with integrity and make decisions in the best interests of our people, partners, and stakeholders.

Our Governance Commitments:

- **Ethical Conduct:** Maintain the highest ethical standards in all business dealings, guided by integrity, fairness, and transparency.
- **Compliance:** Meet or exceed all legal, regulatory, and industry requirements, including those related to health, safety, environment, and quality.
- **Accountability:** Assign clear responsibility for ESG performance at leadership and board levels, with regular reporting and oversight.
- **Risk Management:** Identify, assess, and manage ESG-related risks, ensuring business resilience and long-term sustainability.

- **Anti-Bribery & Corruption:** Enforce a zero-tolerance approach to bribery, corruption, fraud, and unethical practices.
- **Stakeholder Engagement:** Maintain open communication with stakeholders, including employees, customers, regulators, and communities, to build trust and ensure mutual accountability.
- **Whistleblowing & Transparency:** Provide secure and confidential channels for employees and partners to raise concerns, with a commitment to investigate and act on issues responsibly.

By embedding strong governance practices, AJT builds trust and delivers on our long-term purpose with integrity.

IMPLEMENTATION AND MONITORING

To ensure that this ESG Policy is effective, we will:

- Establish measurable objectives and targets for each ESG pillar.
- Monitor, review, and report on progress against these targets on a regular basis.
- Continuously improve our practices by engaging employees, customers, and stakeholders in ESG initiatives.
- Conduct an annual review of this policy to ensure alignment with evolving best practices, stakeholder expectations, and regulatory requirements.

David Scalley

Managing Director

Date: 19/12/2024

Signed:

Next Review: 19/12/2025