Environmental Policy

The Horbury Group recognises environmental management as a fundamental part of responsible business and sustainable development. We are committed to protecting the environment, preventing pollution, reducing carbon emissions and minimising the environmental impact of our operations.

This policy applies across The Horbury Group and all subsidiary companies and applies to all directors, employees, agency workers, contractors, subcontractors and others engaged in, or affected by, our activities. We expect everyone to support the commitments of this policy and contribute to achieving our environmental objectives.

We will comply with all applicable environmental legislation and other requirements and work collaboratively with clients, suppliers and stakeholders to promote sustainable solutions and best practice.

We are committed to the responsible use of resources, sustainable sourcing, reducing waste, increasing reuse and recycling opportunities, and supporting our journey towards net zero carbon. Environmental impacts arising from our activities will be assessed and managed through appropriate planning and control measures.

This policy is implemented through the Horbury Environmental Management System (EMS), independently certified to BS EN ISO 14001:2015, which provides the framework for managing our environmental responsibilities and driving continual improvement.

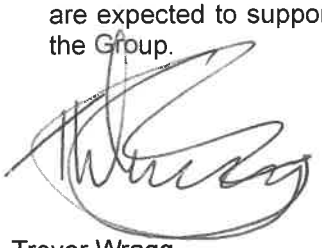
We recognise the opportunities that innovation and emerging technologies provide in improving environmental performance. We will continue to utilise digital technologies, data and artificial intelligence (AI) to support environmental management, carbon reduction, reporting and informed decision-making.

We maintain appropriate arrangements for environmental emergencies and will cooperate with relevant authorities, emergency services and local communities where required.

Our environmental objectives are to:

- Maintain compliance with environmental legislation and other applicable requirements.
- Reduce waste and improve resource efficiency across our operations.
- Collaborate suppliers to maximise the return of waste materials to source for recycling.
- Utilise digital technologies to improve environmental performance and continual improvement.

We will provide suitable information, instruction and training, encourage workforce engagement and consultation, and maintain open communication with stakeholders on environmental matters. All workers are expected to support this policy and contribute to improving environmental performance throughout the Group.



Trevor Wragg
Chief Executive
1 September 2026