

TARGET AREA	PROGRESS TO DATE	FUTURE STEPS	DELIVERY DATES
Reduction in fossil fuel usage	<ul style="list-style-type: none"> ➤ All Directors cars now electric ➤ 90% senior management cars now electric or petrol hybrid ➤ 16 EV chargers installed around the Group ➤ Morris Site Machinery developed the first solar powered lighting tower in the UK ➤ Head Office lighting now fully LED ➤ Using PV panels to power some site offices 	<ul style="list-style-type: none"> ➤ Targeting 100% electric car fleet (inc commercial vehicles where practicable) ➤ Use of PIR sensor lighting wherever possible throughout the Group owner occupied properties. ➤ Use of LED lighting throughout the Group ➤ Moving to infrared heaters as needed ➤ Continued staff awareness training re minimising use of electricity by switching off unused lights/machinery and powering down fully at the end of each working day ➤ Further increased use of PV power/renewable energy sources on sites eg site offices, lighting towers ➤ Benchmark carbon footprint study commissioned with Clean Tech 	<ul style="list-style-type: none"> ➤ Rolling programme as vehicles come up for replacement ➤ Rolling programme – 2026 ➤ Rolling programme of replacement at obsolescence – 2026 ➤ October 2026 ➤ Rolling programme ➤ March 2025 ➤ May 2024

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		<p>Business Group – report with decarb recommendations awaited expected</p> <ul style="list-style-type: none"> ➤ Investigate new BMS to record heat/light/usage in owner occupied premises and adjust to most energy efficient settings 	<ul style="list-style-type: none"> ➤ May 2024

'JOURNEY TO NET ZERO': 2024/25 PATH REVIEW AND FUTURE STEPS

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Decrease paper usage	<ul style="list-style-type: none"> ➤ Project management, procurement and QS software introduced in Construction and Development divisions to reduce printing requirements through easier data sharing and version control ➤ Digitisation of tender documentation ➤ Introduction of Windows 365 incorporating One Drive reducing paper usage ➤ All Board and Governance documentation now on OneDrive 	<ul style="list-style-type: none"> ➤ Increased use of QR codes for tender documentation ➤ Complete electronic salary slip roll out to all staff (final remaining 5% to include) ➤ Use new HR system (Sage) to reduce paper used in HR administration and communication ➤ Expand use of Qube estate management software to reduce paper based job sheet maintenance management ➤ Expand use of One Drive to improve version control, editing and printing of documents ➤ Drive to increase email circulation of information to pensioners 	<ul style="list-style-type: none"> ➤ Rolling programme ➤ October 2024 ➤ November 2024 ➤ January 2025 ➤ Ongoing programme ➤ November 2024

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Safer and more environmentally friendly disposal of waste	<ul style="list-style-type: none"> ➤ Paper waste: move to shredding and recycling of all paper waste has saved c120 trees, 404k litres of water, 83 Kwh of energy and generated a 2.219kg reduction in CO2 this year ➤ All technological hardware to be dispose of using Gigacycle to enable recycling of key elements. 	<ul style="list-style-type: none"> ➤ Continue with shredding and recycling of all paper waste <i>Ongoing</i> ➤ Site staff training to raise awareness of environmental impact of materials and waste management ➤ Review construction/development site waste disposal and materials management ➤ Working with 'Omega' charity by donating printer cartridges, old currency, stamps, IT hardware. They arrange recycling/upcycling and retain the proceeds 	<ul style="list-style-type: none"> ➤ Rolling programme ➤ Rolling programme ➤ March 2025 ➤ Ongoing from May 2024
Management of supply chains for proximity and carbon neutrality	<ul style="list-style-type: none"> ➤ Tender and selection process for suppliers has weighting for proximity to reduce transport distances 	<ul style="list-style-type: none"> ➤ Expand procurement selection processes to include additional green aspects 	<ul style="list-style-type: none"> ➤ Rolling programme

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Renewable energy production	<ul style="list-style-type: none"> ➤ Review options for production of renewable energy on Group sites 	<ul style="list-style-type: none"> ➤ Researching viability of ground mounted PV arrays on estate land near Chirbury, Shropshire ➤ Awaiting Solar review for two sites and Clean Tech Business Group report to inform next steps 	<ul style="list-style-type: none"> ➤ October 2024 ➤ June 2024 / May 2024
Socially responsible investment	<ul style="list-style-type: none"> ➤ Review of investments to transfer towards ESG orientated funds ➤ Including enhanced carbon reducing elements to our own developments e.g. permeable parking, tree planting, re-usable water, PV array capability on buildings. ➤ Zero Carbon Shropshire membership 	<ul style="list-style-type: none"> ➤ In discussion with Pension fund administrator to invest funds in socially responsible funds. ➤ Investing in sites which afford bio net diversity improvement opportunities ➤ Attendance at workshops and conferences to learn about local initiatives, support and ideas 	<ul style="list-style-type: none"> ➤ Ongoing management ➤ Ongoing management ➤ Rolling programme