Sustainability Policy

Introduction
CGL is committed to operating in a socially and environmentally responsible manner throughout our operations and to continually improving performance throughout all of our operational activities and facilities. Utilising the skills of geotechnical and environmental departments and businesses, CGL contributes towards sustainable development in a practical way.

The sustainability policy is approved by the Managing Director and is supported by other policies including the Occupational Health and Safety Policy, Environmental Management Policy, Equal Opportunities Policy, Anti-Bribery and Corruption Policy and the Quality Management Policy.

Policy Implementation
CGL's commitment to this Policy is considered as fundamental to its business success and this Policy must be implemented by all CGL operations and locations nationwide. The company has systems of training, monitoring, and accountability in place to ensure adherence to this Policy.
This Policy applies to:

- All CGL directors, officers, and employees
- All CGL operations, including all legal entities and business area units, and to CGL joint ventures over which CGL has the ability to exercise control over policies and procedures; and
- Any other person or entity to the extent that they act on behalf of the CGL in any way, including consultants, contractors, suppliers, agents, or intermediaries
- All Company projects, offices, facilities, asset and concession companies and projects where the SHEQ Management Systems have been adopted

Sustainability Objectives and Principles
As a responsible company we will:

- Comply with all relevant legislation
- Adopt sound business ethics to provide a high-quality, efficient, and profitable service
- Maintain our internal quality, environmental and health and safety management systems
- Work towards reducing our carbon footprint
- Set Key Performance Indicators (KPIs) for environmental, social and employment issues against which we can measure progress
- Engage with our peer group through membership of appropriate organisations
- Review our supply chain with regards to sustainability

As a trusted employer we will:

- Minimise the risk of accidents and work-related ill health for our employees and proactively seek to improve performance
- Employ a diverse workforce and ensure all personnel are treated fairly and equally
- Continue to provide statutory and career development training to our staff to enable them to fulfil their potential
- Seek to promote sustainability within our workforce through regular and varied communication on any issues and encourage dialogue within the employee forum

As a contractor we will:

- Identify sustainability issues or opportunities for improvement at an early stage, and seek to collaborate with clients to improve sustainability credentials for the project
- As appropriate, demonstrate sustainability benefits during the tender process and continue to influence sustainability issues during the various processes
- Minimise the use of energy, materials, and water
- Avoid adverse impacts on land, air and water and minimise waste generation

As part of the community, we will:

- Wherever appropriate, employ from the local area
- Internally promote and carry out voluntary work within local communities
- Consider the impacts of our operations on the environment and any properties neighbouring our office buildings or operational sites, and work within reasonable hours so far as is reasonably practicable

Climate Change and Environmental Protection

CGL recognises that climate change has significant global and local challenges. Therefore, we will:

- Consider how climate change may affect our operations, supply chains, employees, and stakeholders
- Take practical steps to reduce greenhouse gas emissions and improve energy efficiency
- Promote measures to build resilience against extreme weather and resource scarcity
- Support initiatives that enhance biodiversity, waste reduction, and sustainable resource use

Responsibility

The Managing Director has the overall responsibility for the Sustainability Policy and encouraging commitment by personnel at all levels of the organisation.
Management Representatives are responsible for the formulation, development, co-ordination, implementation, and monitoring of the policy throughout the organisation.

Senior management are expected to demonstrate leadership and commitment with respect to Sustainability by:

- Taking accountability for promoting, developing, and implementing sustainability initiatives where possible
- Ensuring that sustainability objectives are established and are compatible with the strategic direction and the context of the organisation
- Ensuring the integration of sustainability requirements into the organisations business processes
- Ensuring that the Sustainability Policy achieves its intended outcomes
- Directing and supporting persons to contribute to the effectives of the sustainability objectives
- Promotion of continual improvement
- Supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility

All employees, contractors and visitors are responsible for the success of the policy implementation by being aware of their responsibilities for sustainable development and cooperating with any company initiatives.

Communication and Review

The Sustainability Policy is communicated to all employees, contractors, and visitors.
A copy is displayed on employee notice boards at each regional office, published on the internal company SharePoint and made available in the company's HR management systems.
All employees are required to be aware of the content and to communicate any queries to their line manager.
Copies shall be made available to interested parties on request and a copy is published on the company website.
This Sustainability Policy is evaluated as part of the overall annual review of the company to ensure its stated objectives are met.

Authorised By;



David Buckley
Managing Director
1st November 2026