

Sustainability policy

At HR Wallingford, we are committed to conducting our business operations in a socially responsible and environmentally sustainable manner. We recognize that the decisions we make today can have a significant impact on future generations, and as a leading organisation in our field, we strive to be a positive force for change. Our commitment to the United Nations Global Compact supports this statement, as we pledge to put the Ten Principles into practice whilst delivering against the Sustainable Development Goals. This policy further outlines our company commitment to promote and uphold sustainability in all we do, shaping a future where people live and work sustainably with water.

Environmental stewardship

We are dedicated to minimising our environmental impact and preserving natural resources. To achieve this, we will:

- Monitor and reduce our greenhouse gas emissions, and set targets to continually improve our performance related to energy consumption and water usage.
- Encourage the use of renewable energy sources across our whole value chain and invest in energy-efficient technologies throughout our own operations.
- Embed sustainable practices and minimise environmental impacts across all of our products and services by reducing resource consumption, waste generation, pollution, and promoting nature positive solutions.
- Protect and enhance biodiversity in our surroundings through considering the impacts on ecosystems, wildlife and habitats, and promoting conservation and restoration efforts in our local communities.
- Comply with all relevant environmental laws, regulations, and industry standards and go beyond compliance where possible.

Social responsibility

We value our employees and the communities we work with and are committed to fostering social wellbeing. To achieve this, we will:

- Support employee wellbeing through wellness programs and flexible working arrangements, whilst enabling personal development and growth.
- Ensure a safe, inclusive, and respectful work environment that promotes diversity, equality, and opportunities for all.
- Engage with local communities and stakeholders to understand their needs and concerns, so as to maximise the social value we deliver.
- Seek to ensure we procure products and services from ethical and socially responsible suppliers, contractors and service providers.

Economic sustainability

We understand that economic sustainability is essential for the long-term success of our organisation and our stakeholders. To achieve this, we will:

- Invest in research and development to innovate and deliver sustainable solutions to our clients and partners.
- Take a long-term view in our decision-making, considering the social and environmental impacts of our actions and striving for sustainable growth.
- Foster responsible financial practices that ensure long-term viability and stability for our employees and stakeholders.

Governance and continuous improvement

To ensure the successful implementation of this Sustainability Policy, and to ensure we are continuously improving our sustainability performance, HR Wallingford will:

- Conduct our business with transparency, integrity, and accountability, adhering to strong governance and ethical standards.
- Appoint a dedicated sustainability team responsible for driving sustainable practices and monitoring progress.
- Set measurable targets and regularly monitor and report on our progress towards achieving sustainability goals.
- Encourage employee engagement and involvement in sustainability initiatives through training, awareness programmes, and idea-sharing platforms.

Our Board of Directors will oversee the implementation of this policy and ensure regular reviews and updates to remain aligned with the latest sustainability laws, standards and best practices.

By adhering to this policy, HR Wallingford aims to be at the forefront of sustainable practices in our industry. We will continuously strive to integrate these sustainability principles into our operations and projects, contributing to a resilient, more sustainable future for both our organisation and our stakeholders.

Ridha Bentiba
Chief Executive Officer (Joint), HR Wallingford Ltd

Signed:

A handwritten signature in black ink, appearing to read "Ridha Bentiba".

Date: 08 June 2026

Review date: 08 June 2027