Environmental Management and Sustainability Policy

Document control

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Revision 1: 01/03/2025 – Initial use
Revision 2: 01/05/2026 – Objectives amended in line with Decarbonisation Strategy
Revision 3: 01/09/2026 – Amended to include ISO 14001:2026 considerations

This Policy will be reviewed annually

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Purpose

MARCH's commitment to environmental management and sustainability is grounded in our stated purpose to engineer the industries of the future which is cascaded down through our brand pillars, brand values and the behaviours we expect of all our people:

PURPOSE	To engineer the industries of the future		
UNIFYING IDEA	**Engineering progress**		
PILLARS	**Our customers' ambitions**	**Our integrated service offer**	**Our skilled people**
VALUES	**The work we do matters**	**We take pride in our craft**	**We work better together**
BEHAVIOURS	We work with integrity. We do the right thing, not the easy thing. We make a real difference, to our customers' operations and to the world. We deliver a reliable, positive customer experience.	We put safety first, in all situations. Whatever it takes. We are ambitious for what we can achieve together, as engineers. We respect our colleagues as experts in their own specialisms.	We always collaborate. We listen, and discuss, before we act. We empower all of our people to be heard and to make decisions. We celebrate, and use, the diversity of skills and perspectives in our business.

MARCH is committed to protecting the environment by preventing pollution, using resources responsibly, reducing waste and emissions, protecting biodiversity and ecosystems and considering climate-related risks and opportunities. We apply lifecycle thinking across our activities, services, procurement and value chain to ensure significant environmental aspects and applicable compliance obligations are identified, managed, monitored and continually improved.

The purpose of this Environmental Management and Sustainability Policy is to define how MARCH will meet stakeholder expectations, comply with applicable sustainability regulations and standards and support the principles of the United Nations Global Compact (UNGC). Through our sustainability strategy and supporting responsible business policies, we set out the actions we are taking to align our operations with these principles and contribute to wider societal goals, including human rights, environmental stewardship, ethical business conduct and the United Nations Sustainable Development Goals (SDGs).

This Policy applies to all entities under the MARCH umbrella. We also strongly encourage our business partners across the value chain to adopt equivalent environmental management and sustainability commitments.

Material environmental and social impacts

We are acutely aware of the environmental and social impacts of our operations.

Our activities generate greenhouse gas emissions, contributing to climate change and environmental degradation. Recognising our responsibility to mitigate this impact, we have publicly committed to reducing our carbon emissions

by implementing energy-saving measures and optimising energy usage processes. Additionally, we are addressing emissions and minimising environmental harm through waste reduction initiatives, recycling programs and efficient resource use.

We recognise that environmental impacts may arise from the full lifecycle of our activities, products and services, including procurement, design, delivery, use, maintenance, disposal and end-of-life management. This includes potential impacts associated with pollution, water and energy use, raw materials, chemicals, packaging, waste, transport, contractor activities and supplier performance.

We also recognise the need to protect biodiversity, habitats and ecosystems that may be affected by our activities. Where relevant, we will seek to avoid, reduce or control environmental harm and support responsible environmental management across our sites, projects and value chain.

We also acknowledge the significant social impact of our operations. While we create numerous job opportunities and contribute to both national and local economies, we are dedicated to ensuring fair labour practices, safe working conditions and respect for workers' rights. We have established robust safety protocols to protect the health and safety of our employees, contractors and the general public. Upholding ethical standards in business practices, including transparency, anti-corruption measures and respect for human rights, is essential for MARCH to maintain trust and our social licence to operate.

Sustainability strategy

MARCH's sustainability strategy is the cornerstone of our environmental, social, and governance (ESG) objectives and targets as identified in the MARCH Integrated Management System (IMS) certified to ISO 14001 standard.

To ensure our approach is aligned with the most critical issues for our business and stakeholders, we conducted a materiality assessment. This involved engaging with stakeholders and analysing key clients' sustainability objectives. From this process, we identified and prioritised the United Nations Sustainable Development Goals (UN SDGs) most relevant to MARCH, and used them as a guide to develop our strategic pillars. These pillars helped us to define and prioritise material topics relevant to each pillar, enabling us to develop clear sustainability objectives, goals and KPIs.

Below, we outline the most relevant UN SDGs to MARCH, our sustainability pillars and the prioritised material topics for each;

Relevant UN SDG	Strategic pillars	Material topics
 	Environmental sustainability Accelerate MARCH's approach to Net Zero through industry leadership and innovation.	• Reduce emissions in line with our net zero commitments • Reduce waste from operations • Protect the environment and prevent pollution

 	Social responsibility Ensure safe and healthy workplaces for our people, increase diversity and promote inclusion and develop our talent through training, coaching and mentorship.	• Prevent accidents and incidents • Provide vocational training and develop talent
	Corporate governance Deliver the highest standards of governance	• Strengthen sustainability leadership • Build a culture of ethics and compliance

The strategy also requires each business to identify its significant environmental aspects, understand applicable compliance obligations and implement effective operational controls. This includes controls for pollution prevention, spill prevention and response, resource efficiency, waste management, environmental emergency preparedness, supplier and contractor environmental performance, and climate-related risks that may affect operations or the environment.

The materiality assessment will be carried out at least once every three years and the Sustainability Policy updated / amended as required.

Objectives and goals

For each strategic pillar and material topic, we have developed a set of objectives and goals which are reviewed and updated annually. These objectives are as follows:

Environmental sustainability

Reduce emissions in line with our net zero commitments

Objective 1. Reduce Scope 1 and 2 emissions by 25% by 2030 and, likewise, Scope 3 emissions by 15%

Goals:

1.1 Deliver the actions detailed in MARCH's decarbonisation plan.

1.2 Deliver ESOS Phase 4 action plan

1.3 Validate MARCH's emissions reduction plans through the Science Based Targets initiative (SBTi) to ensure they align with global standards and ensure consistency with the goals of the Paris Agreement.

Reduce waste from operations

Objective 2: Eliminate waste from landfill by 2030

Goal:

2.1 Measure, monitor and audit business and site performance to assess our waste management activity, analyse root causes and identify areas where corrective action is needed.

Protect the environment and prevent pollution

Objective 3: Identify, control and reduce significant environmental impacts across our operations, projects and value chain.

Goals:

3.1 Each business to maintain registers of environmental aspects and impacts

3.2 Each business to document and measure its environmental compliance obligations

3.3 Implement operational controls, where relevant, that consider biodiversity and ecosystem protection, prevent pollution, manage spills and environmental incidents and control waste, chemicals, fuel, water and other key resources.

Social responsibility

Deliver year-on-year improvement in safety performance

Objective 4: Prevent accidents and incidents through effective plans and actions

Goals:

4.1 Annual SHEQ strategy and plans aligned and implemented across all businesses

4.2 Develop and implement behavioural safety programme with focus on improving risk awareness and management on operational sites

Continual personal development at all levels

Objective 5: Provide vocational training and develop talent:

Goals:

5.1 Ensure that the right training is in place for all employees

5.2 Focus on apprentices and apprenticeships

Corporate governance

Strengthen sustainability leadership

Objective 6: Demonstrate improving leadership in sustainability

Goals:

6.1 Secure and increase MARCH's EcoVadis Sustainability Rating

6.2 Maintain ISO certification

Build a culture of ethics and compliance

Objective 7: Ensure compliance with sustainability policies

Goals:

7.1 Align policies with EMK guidelines and publish

7.2 Implement key sustainability policies, including:

- Code of Conduct
- Supplier Code of Conduct
- Sustainable Procurement
- Anti-bribery and Corruption
- Whistleblower
- Health, Safety and Environment
- Data Privacy
- IT Security
- Diversity, Equity and Inclusion (DEI)
- Human Rights

Monitoring and reporting:

Tracking progress and reporting on sustainability performance will be done through our Sustainability Dashboard reporting KPIs monthly to the Board, as follows.

Objectives	Reporting KPI
Environmental sustainability • Reduce Scope 1 and 2 emissions by 25% by 2030 and Scope 3 emissions by 15% • Eliminate waste from landfill by 2030 • Identify, control and reduce significant environmental impacts across operations, projects and the value chain	→ Scope 1 and 2 emissions (tCO2e) → Scope 3 emissions (tCO2e) → Energy usage (kWh) → Waste generated, waste diverted and landfill diversion rate → Environmental incidents, spills and pollution events
Social responsibility • Year-on-year improvement in safety performance with no significant incidents	→ Work related injuries (TRC / TRCF and days lost to injury) → Risk visibility via types of incidents and observations reported (#NMPI)
• Continual personal development at all levels	→ E-learning training (Number and % complete) → Apprentices employed (% workforce)

Corporate governance • Demonstrate improving leadership in sustainability	→ EcoVadis scores and ratings
• Ensure compliance with sustainability policies	→ # breaches of key sustainability policies, e.g. GDPR, IT etc.

Governance and accountability

The MARCH Executive Board has overall accountability for delivering the MARCH sustainability programme, with responsibilities for delivery of the Sustainability Policy delegated to the Director SHEQ and Sustainability. MARCH's dedicated sustainability resource reports into the Corporate Services Director, a member of the Executive Board.

The Director SHEQ and Sustainability is responsible for shaping the overall sustainability strategy, overseeing delivery of the sustainability programmes and reporting progress to the Board at regular intervals.

The Sustainability Advisor is focused on operational improvements and project management and is involved in the day-to-day implementation of sustainability initiatives.

Business leaders and managers are responsible for ensuring environmental risks, opportunities, compliance

obligations and operational controls are embedded into day-to-day activities. This includes ensuring employees and contractors understand relevant environmental requirements, can respond effectively to environmental incidents, and apply appropriate controls to prevent pollution and protect the environment.

Stakeholder Engagement:

Stakeholders are engaged through a range of methods, including, but not limited to the following:

- Sustainability dashboard which is reviewed monthly at Board meetings and shared with all employees
- Dedicated sustainability page on the MARCH webpage.
- Annual publication of the MARCH Sustainability Report

Commitment to continuous improvement:

MARCH is committed to ensuring continuous improvement in its Sustainability performance by annually reviewing the sustainability strategy, its targets, plans and actions to create value for both the business and its stakeholders.The Director SHEQ and Sustainability is accountable implementing the Sustainability Policy and ensuring that the requirements are fully met.

Appendix: Sustainability Strategy – Plan on a Page

MARCH Sustainability Strategy

MARCH's unwavering commitment to sustainability is driven by our mission to engineer the industries of the future. Our comprehensive sustainability strategy is the foundation of our environmental, social and governance goals, guiding us towards a more sustainable and responsible future.

Environmental sustainability

Accelerate the Group's approach to net zero through industry leadership and innovation.

- Reduce emissions in line with our net zero commitments
- Reduce waste from operations

Objectives	Goals	Dashboard KPIs
SBT-validated near-term reduction in Scope 1 and 2 emissions by 2030	• 25% reduction in Scope 1 and 2 emissions by 2030 • 15% reduction in Scope 3 emissions by 2030 • Deliver ESOS Phase 4 action plan	• Scope 1 and 2 emissions (tCO2e) • Scope 3 emissions (tCO2e) • Energy usage (kWh)
Eliminate waste from landfill by 2030	• Measure, monitor and audit waste performance	• Waste generated (tonnes) • Waste diverted from landfill (tonnes)

Social responsibility

Ensure safe and healthy workplaces for our people and develop our talent through training, coaching and mentorship.

- Prevent accidents and incidents
- Provide vocational training and develop talent

Objectives	Goals	Dashboard KPIs
Year-on-year improvement in safety performance	• Annual SHEQ strategy and plans aligned across all businesses • Develop and implement behavioural safety programme	• Work related injuries (TRC / TRCF and days lost to injury) • Number and type of incidents and observations reported (#NMPI)
Continual personal development at all levels	• Right training for all employees • Focus on apprentices	• E-learning training (Number and % complete) • Apprentices employed (Number and % workforce by level)

Corporate governance

Deliver the highest standards of governance through strong leadership and compliance.

- Strengthen sustainability leadership
- Build a culture of ethics and compliance

Objectives	Goals	Dashboard KPIs
Demonstrate improving leadership in sustainability	• Secure EcoVadis Sustainability Rating for the MARCH Group • Maintain ISO certification	• EcoVadis scores • EcoVadis ratings
Ensure compliance with sustainability policies	• Align policies with EMK guidelines and publish	• Number of breaches of key sustainability polices, e.g., GDPR, IT etc.