

## SUSTAINABILITY POLICY

### OUR MISSION

Design, implementation and maintenance of landscapes that are in balance with nature and protect the environment without compromising future generations by adhering to sustainable landscape practices and methods.

Utilisation of plants, materials, products, services and landscaping practices using native and other low-input plants, drought-resistant turf grasses, controlled and slow-release fertilizers that reduce nutrient run-off, environmentally sensible mulches, irrigation systems which conserve water, and eco-friendly pest management.

Adoption of sustainable landscape practices that protect our fragile ecosystems, environment and waterways which conserve water, conserve resources, conserve energy, protect water quality and provide diversity and wildlife habitats. Adoption of sustainable landscape practices that utilise turfs and grasses, plants and planting materials that are native or low input, drought tolerant and require less water.

### WATER QUALITY

Utilise fertilisers that are controlled or time-released, that are eco-friendly and reduce nitrogen and phosphorous nutrient run-off into water ways and which follow local and national regulations.

Establish fertiliser free areas for landscape near waterways.

Utilise hardscape or paver materials that are eco-friendly and permeable which allow water to infiltrate back into the soil and storm water to be filtered to reduce pollutants.

### RESOURCE CONSERVATION

Utilise mulches that are environmentally sensible, recycled or by-products. Remove invasive plant species. Reuse materials that can be recycled to erect retaining walls for visual features instead of removing it to landfill sites.

Avoid using materials that are harmful to the soil, dangerous to crops nearby.

Create compost areas from grass clippings, leaves, and organic materials to be used as soil ameliorants and to reduce sending them to landfill sites.

Signed:  
Andrew Williams  
Managing Director  
Date: January 2026



## DIVERSITY & WILDLIFE HABITATS

Utilize diversity of plants that help maintain a variety of beneficial organisms.

Plant trees, shrubs and plants, where appropriate, that offer nesting areas, food and water sources for birds.

## RE-USE AND RECYCLING OF CONSTRUCTION WASTE

In line with the requirements of the CoCP (Code of Construction Practise) a Waste Management Plan is produced for every site. This WMP demonstrates our compliance with a site wide construction waste target of 85% by weight of waste to be re-used / re-cycled.

## LOCAL LABOUR / SUPPLY CHAIN PROPOSALS

Every effort is made to improve the local labour market by utilising skills from the surrounding area of any site. An Employment Utilisation Plan is produced for each project giving guidance to Project Managers on the skills required, training needed and any specific health & safety issues for a local labour force.

With over 35 years experience of successful delivery of projects and on projects where early contractor involvement has been required a partnering programme with our supply chain and the larger 'community' has proven invaluable. The early involvement of our supply chain and contract management teams sourcing local goods, services and labour and liaising closely with the client ensures that the project requirements can be met fully, wherever possible. This approach to localism demonstrates our sustainability agenda.

The early procurement of long lead materials is paramount in our approach to ensuring a project is delivered on programme and to cost. Our contract management team also implement a partnering approach with local suppliers and specialist sub-contractors which achieves value for money and demonstrates our ability to meet the exacting requirements of the project.

Our ISO systems also enable us to continually monitor the quality of both products and services provided by third parties and feedback is given to them by our supply chain team which helps maintain the high quality and performance expected from our supply partners.

As long standing members of both BALI and CONSTRUCTIONLINE we work closely with our trade and the national supply body to ensure all existing suppliers and sub contractors are correctly vetted and hold the required level of insurance etc., Through our membership of CHAS we are further able to assess potential suppliers / sub contractors on their record in health & safety.

Signed:  
Andrew Williams  
Managing Director  
Date: January 2026

