Sustainability Policy

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Review Due:	27.5.2027	Signature:	
Reference Standards:	ISO 14001:2026 – Environmental Management System		

Policy Statement

On all Evikom projects, we are committed to the principle of sustainability, recognizing that active engagement in social progress, environmental protection and economic balance is necessary for long term development.

Sustainability is the convergence of three distinct areas:

- Social
- Environmental
- Economic

Evikom have specific goals and targets.

Social – Ourselves and our community: we will promote safety, welfare, training, non-discrimination and charity to support confidence and morale across a healthy diverse community. We will engage with all stakeholders and with the local community, clients, end user groups, regulatory and professional bodies at an early stage. Our contribution to social progress ranges from our inclusive recruitment and career development opportunities, safety system, training and recruitment of apprentices, donations of time and finance to charitable causes, providing local employment and trade and supporting local community organisations.

Environmental – Our environment: For all project works, we will liaise continuously with the client and meet, as best we can, the principles of their sustainability strategy. We will promote efficient use of energy, water, materials, fuel (reduce mobilisation and demobilisation of vehicles, plant, tools and equipment to and from site during these works works), preserving heritage and biodiversity, minimising nuisance and the prevention of pollution. Industry recognized environmental assessment criteria, legislation and best practice will be used to reduce environmental impact and increase project life cycle efficiencies. Throughout our site and office activities, we will include and take account of responsible product selection, utility efficiencies, nuisance, ecological and historical features, local aesthetics and product end-of-life and legacy issues. We will adopt responsible work practices to minimise the impact of activities on the local community by managing traffic, promoting green travel, minimising nuisance noise and dust control and resource use as well as exercising pollution prevention and control.

Economic – Our economy: we will promote value for money, engaging responsible suppliers and subcontractors, local sourcing of goods and services and fair employment to boost local business and facilitate future business opportunities. This will include cost benefit analysis exercises, fair employment practice, use of local materials and services from responsible sources, consideration of low impact materials, and reuse of existing resources.

Delivery of Service

To deliver our goals and strategies we will:

- Set continuous improvement targets by which our performance can be measured, demonstrated and publicly reported.
- Identify opportunities and act where practicable to improve sustainability and to meet legal obligations.
- Identify and mitigate adverse impacts and risks.
- Embed sustainability policy and practice into all of our management systems for delivering the service we provide along with the standards, processes, procedures and assurance.

Care towards the Community

To take due care and diligence in responsible performance, we will:

- Use appropriate equipment to mitigate nuisance and visual intrusion to neighbours.
- Seek to assist or encourage an ethos within the company towards social value and enhancement of community relationships along with implementing Fairness, Inclusion & Respect ethos amongst our employees.
- Provide a service that protects the Heritage of an area, ensuring all works are carried out in a way that is compliant and responsible where the ecology of an area may be at risk.
- Actively encourage our people to get involved in voluntary & charity work.
- Respond in a professional and timely manner to interested party queries.

Care of the Environment

To take due care and diligence in the use of appropriate plant and equipment we will:

- Use diesel particulate filters and turn off machines and equipment not in use to avoid detrimentally effecting Air quality.
- Accurately measure material quantities to reduce ground and air pollution emissions and fuel consumption and implement waste management processes in order to minimise waste arising from current and future projects.
- Avoid spillage of liquids and ensure proper containment to avoid uncontrolled contamination of Water sources.
- Avoid all practices where practicable that impact on the effect of climate change.
- To improve energy efficiency and reduce the reliance on fossil fuels with a view to introduce duel fuel to the running of plant.

Care of Employees

To enhance and ensure the work environment of our employees is harmonious we will:

- Take all measures to ensure that the work staff face and the tasks requested to undertake, have been given sufficient review to ensure all aspects of the work are conducted in a safe environment with correct personal safety equipment to carry out the work.
- Review potential development of relevant personnel to offer opportunity to enable employees to further develop their professional and personal skills.

- Ensure all staff are treated with utmost respect and encouraged in social inclusion by implementing a Fairness, Inclusion & Respect ethos throughout the organisation.
- Ensure all employees, no matter what race or creed, have their personal and human rights respected, fair operating and labour practices along with their religious preference.
- Promote health and well-being amongst all employees, implement training and provide a structure for selected staff to be Health & Well-being First Aider / Champion.

Economic Sustainability

To operate in a cost effective and sustainable manner we will:

- Endeavour to exceed the expectations of our customers, our suppliers, and our stakeholders.
- Try to create professional and mutually beneficial relationships with our entire supply base.
- Make payments on time to our supply chain.
- Use local suppliers in close proximity to the project and endeavour, where possible, to source local sub-contractors.
- Pay fair wages to our staff and operatives.

Our key supply chain partners will be engaged and required to support this policy's implementation, and we will also work with our clients to ensure that the aims of this policy are delivered.

This Policy shall be reviewed at least annually and shall be read in conjunction with the Corporate IMS Manual[1].

Related Documents

The documents below relate to this policy and its requirements.

Reference	Title / Description	Document Location
1	PROCED30 IMS Manual	Company Drive

Version Control

Policy documents shall be reviewed by the author every 12 months.

Version	Release Date	Details of Change(s)	Author	Reviewed By
1.0	28.5.2026	Review and approval for issue	Adele Morrough	Adrian Spalatu
0.1	25.5.2026	Initial draft	Adele Morrough	Evikom