

Environmental Policy

1. Purpose

Durkin and Sons Ltd recognises that its activities have the potential to impact the environment. We are committed to protecting the environment, preventing pollution and continually improving our environmental performance whilst delivering high-quality civil engineering services.

Environmental management is fundamental to the way we plan, manage and deliver our operations. Durkin and Sons Ltd maintains an Environmental Management System certified to **ISO 14001:2015**, providing a framework for establishing environmental objectives, managing environmental risks, fulfilling our compliance obligations and driving continual improvement.

2. Scope

This policy applies to all Directors, employees, agency workers, labour-only personnel, subcontractors, suppliers and any other individual undertaking work for or on behalf of Durkin and Sons Ltd.

It applies across all company offices, depots, operational sites, projects and business activities.

Everyone working on behalf of the company is expected to comply with this policy, applicable environmental legislation, client requirements and the company's Environmental Management System.

3. Our Commitment

Durkin and Sons Ltd is committed to:

- Complying with applicable environmental legislation, regulatory requirements and client obligations.
- Protecting the environment through responsible planning and operational control.
- Preventing pollution to land, air and water.
- Using energy, water and natural resources efficiently.
- Reducing waste generation and applying the principles of reduction, reuse and recycling wherever reasonably practicable.
- Reducing greenhouse gas emissions and supporting the transition to a lower-carbon economy.
- Protecting biodiversity, habitats and environmentally sensitive areas affected by our activities.
- Promoting sustainable procurement and responsible sourcing throughout our supply chain.
- Considering environmental impacts throughout the planning and delivery of our projects.
- Improving environmental awareness and competence across our workforce.
- Establishing measurable environmental objectives and monitoring performance against them.
- Maintaining and continually improving an Environmental Management System certified to ISO 14001:2015.

4. Environmental Management

Environmental considerations will be integrated into business planning, project delivery and operational decision-making.

Durkin and Sons Ltd will identify and manage environmental aspects and impacts associated with its activities and implement appropriate controls to minimise adverse environmental effects.

Environmental management arrangements include, where applicable:

- Pollution prevention.
- Waste management and resource efficiency.
- Protection of biodiversity and environmentally sensitive habitats.
- Sustainable procurement and responsible sourcing.
- Efficient use of fuel, energy and water.

- Responsible storage, handling and disposal of fuels, oils and hazardous substances.
- Environmental emergency preparedness and response.
- Compliance with planning conditions, environmental permits and client-specific environmental requirements.

Where reasonably practicable, environmental considerations will be incorporated into project planning, material selection and construction methods to minimise environmental impacts throughout the project lifecycle.

5. Responsibilities

The Directors are responsible for providing leadership, ensuring appropriate resources are available and promoting continual improvement in environmental performance.

Managers and supervisors are responsible for implementing the Environmental Management System, ensuring compliance with environmental procedures and promoting good environmental practices throughout their areas of responsibility.

Employees and those working on behalf of Durkin and Sons Ltd are responsible for complying with environmental procedures, preventing pollution, protecting the environment and reporting environmental incidents, hazards and opportunities for improvement.

Suppliers and subcontractors are expected to support the commitments contained within this policy and comply with applicable environmental legislation, contractual requirements and relevant company procedures.

6. Environmental Objectives

Durkin and Sons Ltd recognises that effective environmental management requires measurable performance.

Environmental objectives and targets will be established, maintained and reviewed through the company's Environmental Management System and Objectives and Targets Register.

Performance may be monitored through appropriate environmental performance indicators, including where applicable:

- Greenhouse gas emissions.
- Energy and fuel consumption.
- Water consumption.
- Waste generation and waste recovery.
- Environmental incidents and near misses.
- Compliance with environmental legislation.
- Delivery of environmental improvement initiatives.

Environmental objectives and targets will be reviewed periodically to ensure they remain aligned with legal requirements, client expectations, business priorities and the company's commitment to continual improvement.

7. Monitoring and Continual Improvement

The effectiveness of the Environmental Management System will be monitored through inspections, audits, compliance evaluations, environmental performance indicators and management review.

Lessons learned from audits, environmental incidents, customer feedback and operational experience will be used to improve environmental performance and strengthen the Environmental Management System.

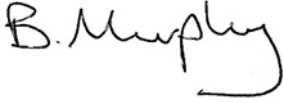
Durkin and Sons Ltd is committed to continually improving environmental performance through innovation, collaboration and the adoption of industry best practice.

8. Review and Approval

This policy is approved by the Directors of Durkin and Sons Ltd and is communicated throughout the organisation. It is made available to employees, clients, suppliers, subcontractors and other interested parties.

The policy will be reviewed at least annually, or sooner where legislative changes, changes to the Environmental Management System, management review, client requirements or business developments require amendment.

Signed



Ben Murphy, Managing Director

Date
1st July 2026

Review by date
30th June 2027