

1.0 Introduction

setec Consulting Engineers Ltd (SCEL), a subsidiary of the **setec Group France**, was created in 2017. SCEL provides, design and engineering consultancy, and project management services in the UK Infrastructure sector. At SCEL, our responsibility extends beyond providing exceptional design, engineering, and project management services.

We are committed to fostering sustainable development, ethical practices, and positive societal impact through our operations. This Environmental, Social, and Governance (ESG) Policy is designed to guide our decisions and actions in a manner that contributes to a more sustainable future, aligns with our values, and upholds the trust our clients, partners, employees, and stakeholders place in us.

2.0 Environmental Responsibility

2.1 Sustainable Design and Engineering

As a design and engineering consultancy leader, SCEL incorporates sustainability into every stage of our projects. We strive to minimise the environmental impact of the infrastructure sector by delivering energy-efficient, low-carbon solutions. Our goals include:

Reducing Carbon Footprint: We prioritise energy-efficient designs, green building certifications, and materials that reduce greenhouse gas emissions. We have set a target to reduce our carbon emissions to 0% by 2050.

Resource Efficiency: Our designs promote water conservation, waste minimisation, and the efficient use of natural resources in line with circular economy principles.

Renewable Energy Solutions: SCEL actively supports integrating renewable energy sources, such as wind energy (Land on and off-shore), solar power, into our projects, leveraging our expertise to develop sustainable energy solutions that reduce reliance on fossil fuels while maximising energy efficiency.

2.2 Environmental Management

We adhere to robust environmental management standards (ISO 14001) and work diligently to ensure that all our activities comply with relevant environmental regulations and exceed minimum compliance requirements.

SCEL conducts regular assessments and audits to evaluate its environmental performance and implement continuous improvement strategies.

3.0 Social Responsibility

3.1 Community Engagement and Social Impact

SCEL is committed to positively contributing to the communities in which we operate:

- **Support Local Communities:** By engaging with local stakeholders, we ensure our projects create long-term social and economic benefits, including local job creation and skill development.
- **Health and Safety:** The health, safety, and well-being of our employees, clients, and communities are paramount. We implement the highest standards of occupational health and safety (ISO 45001) across all operations.

- **Equality, Diversity, and Inclusion:** SCEL promotes a culture of equality, diversity, and inclusion, ensuring that our workplace is free from discrimination and fosters opportunities for people of all backgrounds and identities.
- **Employee Well-Being and Development:** We invest in the personal and professional development of our team members, offering continuous learning, mentorship, and a healthy work-life balance.

3.2 Ethical Business Practices

We maintain the highest standards of integrity in all our operations, ensuring transparency and ethical business practices across our supply chain and within our client relationships.

3.3 Suppliers' ESG Requirements

All suppliers and contractors working with SCEL are expected to adhere to our ESG standards. This includes upholding human rights, adhering to safe and sustainable practices, and committing to ethical, responsible sourcing of materials. Suppliers must demonstrate a commitment to environmental stewardship, social responsibility, and sound governance practices. We conduct regular assessments to ensure suppliers meet these requirements and reserve the right to terminate relationships with those who fail to comply with our standards.

4.0 Governance

4.1 Corporate Governance and Accountability

SCEL upholds rigorous corporate governance standards to ensure responsible management and accountability throughout our organisation. We have established key governance processes, including quarterly Senior Management Team (SMT) oversight meetings to review ESG metrics, address compliance concerns, and assess ongoing projects. Ethical practices are enforced through a structured compliance program, which includes audits, regular reviews, and accountability measures across all levels of our organisation.

- **Transparent Reporting:** Regularly disclose our environmental, social, and governance performance to stakeholders, demonstrating our commitment to transparency and continuous improvement.
- **Risk Management:** Implement comprehensive risk management strategies to identify and mitigate ESG-related risks affecting our business, projects, or stakeholders.
- **Compliance and Ethics:** Our Board of Directors actively oversees compliance with all applicable laws, regulations, and international standards related to ESG issues. Ethical conduct is integrated into all levels of decision-making.

4.2 Stakeholder Engagement

We engage with a broad range of stakeholders—including clients, employees, investors, communities, and government bodies—to understand their expectations, integrate feedback, and align our ESG efforts with broader societal goals.

5.0 Conclusion

SCEL's commitment to Environmental, Social, and Governance principles is integral to our mission of delivering sustainable, innovative, and impactful solutions in the U.K. construction sector. The effectiveness of this policy will be assessed annually by the SMT and Managing Director (MD). During each assessment, we will review current outcomes, analyse gaps, and update the policy

where necessary to align with industry best practices, stakeholder expectations, and emerging environmental and regulatory trends.

By embedding these principles in our core operations, SCEL aims to meet the challenges of today and help shape a more sustainable, equitable, and resilient future.

Signed



Grant Jones

Managing Director, SCEL.

Date: 13/05/2025

Next Review Date: 13/05/2026