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M&J Environmental and Social Governance



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M&J

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The UK's leading provider of infrastructure, civil engineering & groundworks services to the residential construction industry.

- Founded in 2003 and headquartered in Walsall, M&J is the UK's leading provider of infrastructure, civil engineering and groundworks services
- Provides mission-critical enabling services throughout the construction phase, where delivery is fundamental for development to commence
- Established business and reputation in the Midlands with long-standing customer relationships has created the foundations for a regional growth strategy
- Deeply Embedded Relationships with key UK House builders across multiple offices.
- Highly experienced management team with an established track record from both ground engineering and housebuilding
- Employs ~2,000 direct and subcontract employees



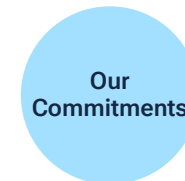
To support our clients
in building the housing
the UK needs



Collaboration
Accountability
Integrity
Excellence
Quality



Supply chain
sustainability school
Gold members

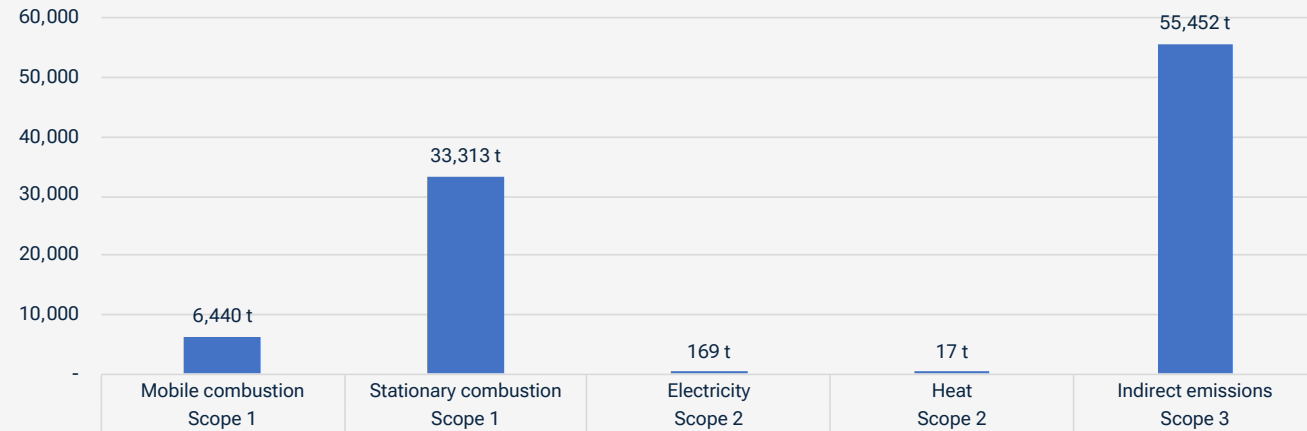


Committed to the
science-based targets
initiative

Environmental Approach

- Given the work we do, we have an acute understanding of the physical impact we can have on the environment, and our responsibilities we have, both legally and morally. Our site procedures and monitoring reflect this.
- We are also aware of our carbon footprint, which is measured and reported on annually. Given the machine heavy work the company does, we have established a carbon reduction strategy and committed to the Science Based Targets initiative.
- Opposite is the company carbon footprint for 2022; this is our base measure and starting point for our carbon reduction strategy.

Science-based Initiative (SBTi) 2022 baseline



Scope 1 intensity ratio: 92.02

Scope 2 intensity ratio: 0.43

Note:

- Scope 1 emissions are direct emissions from sources that are owned or controlled M&J.
- Scope 2 emissions are indirect emissions from the consumption of purchased electricity, heat, or steam.
- Scope 3 emissions are other indirect emissions occurring upstream and downstream of the value chain calculated based on category spend, multiplied by emission factors.
- Intensity ratio is Scope 1 and Scope 2 emissions per £million of turnover.



Environmental Approach

Our commitment is to reduce absolute scope 1 and scope 2 GHG emissions by 42% from our 2022 base year.



Science-Based Initiative (SBTi) Targets:

2023



6% reduction
in GHG emissions from 2022 baseline

2024



12% reduction
in GHG emissions from 2022 baseline

2026



22% reduction
in GHG emissions from 2022 baseline

2028



32% reduction
in GHG emissions from 2022 baseline

2030



42% reduction
in GHG emissions from 2022 baseline

2045



**Net zero Scope 1
and scope 2 emissions**



SCIENCE
BASED
TARGETS



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Environmental Approach



Given the long-term nature of our carbon reduction strategy, we recognise we need to do more to mitigate our environmental impact. As such, we actively invest in a carbon offset scheme that has a genuine tangible impact, reducing deforestation. The project is called **Rimba Raya**, located in Central Kalimantan in Borneo.

As a REDD+ (*Reducing Emissions from Deforestation and Forest Degradation*) project, Rimba Raya not only undertakes to reduce emissions caused by deforestation and degradation but to also help indigenous people by improving their quality of life and to assist them in initiating and establishing business opportunities that will ensure that they become financially independent.

The project protects an area of 65ha of tropical peat swamp from palm oil conversion by engaging local communities through education and agroforestry training. These vast areas are also home to critically endangered Orangutans which the project helps to save, rehabilitate and release back into the wild.

In 2014 a 10-year goal was set to replant one million trees in the area, so far over 300,000 trees have been planted and a further 20,000 mangrove trees, creating a vital marine habitat that provides protection to marine life. These trees sequester carbon, keep the air clean and produce fruits for people and animals.

Over the 30-year lifetime of the project it is expected to achieve >125m tCO₂e emissions reductions, and importantly in the first project that will be contributing to all 17 Sustainable Development Goals from the United Nations to end poverty, protect the planet, and ensure prosperity for all.

These goals include

- The **protection of local wildlife** including several release centers for endangered Orangutans.
- Providing **training to local communities** in making and selling water filtration systems and building water systems.
- Constructing a medical clinic and funding salaries of nurses and medical staff.
- The provision of agricultural training programmes.
- The building of community centers & libraries.
- Establishing a scholarship fund to enhance education of community students and to provide free books.
- Installing solar panels and lanterns in each household.



Our carbon credits provide essential finance to support these activities and deliver long term success.

Our Societal Approach

People First

An interdependent culture with people's health, safety and welfare at its core.

We will continue to ensure all colleagues have good health and wellbeing, are supported and thrive. We will do this by:

- Taking a flexible approach to our working structure, encourage open and honest conversation and continue to seek feedback through our ongoing engagement programmes.
- Deliver regular mental wellbeing awareness sessions through our nominated Mental Health First Aiders.
- Continue to invest in training courses, personal development etc. for all employees that are looking to grow in their career.
- Introduce regional sustainability ambassadors to help educate and drive our sustainability programme and commitments.

Charity

We will continue to:

- Nominate charities and support them, through national and local events, fostering team spirit amongst the wider business.
- Having an annual fundraising goal, which includes a company pledged donation.
- Raise health and wellbeing awareness through nationally recognised charity events, company briefings and our learning platform.
- Maintain our commitment to volunteer days through from our leadership team to the wider workforce.

Community

Working together with our communities to truly understand our business impacts on future generations and career opportunities.

We will continue to:

- Support the local communities we work in to recruit, train and develop people from all backgrounds and create a more diverse workforce.
- Open up pathways for diverse talent by creating entry-level positions with prospects for career progression.
- Train the next generation through our Apprenticeship programmes, and graduate schemes, to develop new or additional skills and create career paths to support the industry skills shortage.
- Deliver a minimum of 1 talk a year to local charities or schools to develop their knowledge and understanding of the industry.



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Governance

Key Board Sponsors: CEO and People Director

Environmental, Social and Governance

- ESOS accreditation
- Emissions reporting / monitoring
- Environmental impact assessments
- Board reporting

Social Elements

- Head of Health & Safety reports directly to CEO
- Health and safety committee
- Monthly H&S dashboard at regional and group level
- Regional management of H&S with independent performance monitoring

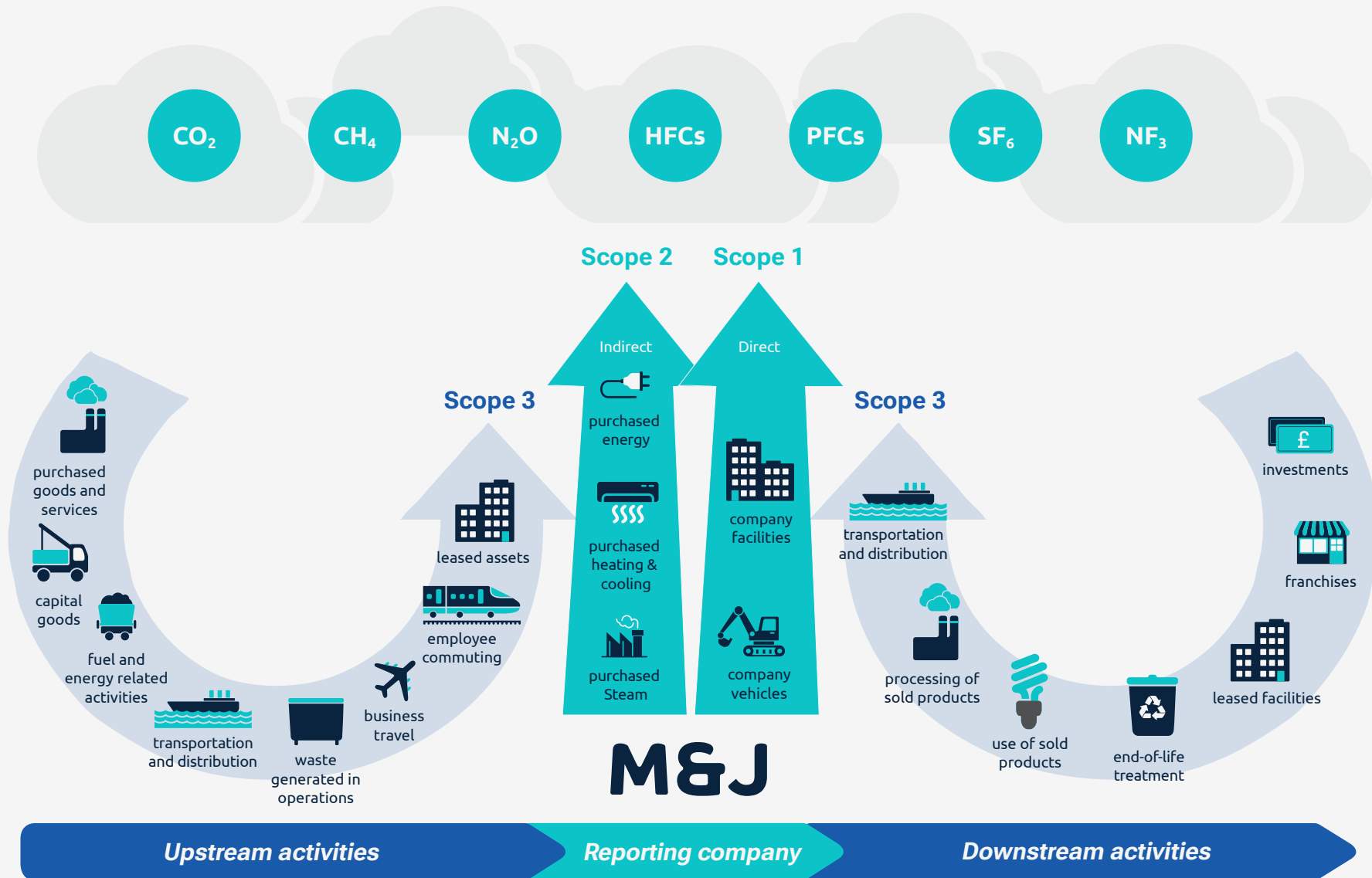
Environmental, Social & Governance Pillars

Target	2045: Net Zero				
	2030: 42% reduction in GHG emission from 2022 baseline:				
ESG initiatives	Environmental		Social		Governance
	Reduce fuel consumption	Electrify car and van fleet	Community support	Use of sustainable materials	Join CO2nstruct Zero
	Optimise plant utilisation	Reduce carbon usage of plant	Charity support and giving	Volunteering day commitment	ESOS accreditation
	Electric Tools	Optimise Logistics	Graduate and Apprentice schemes	Inform & upskill via education platforms	Supplier code of conduct
	Reduce offices/sites energy usage	Reduce emission from supply chain	Employee Assistance Programme	Mental Health Awareness	IEMA, CITB, NEBOSH accredited learning
	Reduce employee energy consumption	Minimise waste			Board level sponsorship and reporting
	Use of sustainable materials	Explore biofuels e.g., HVO			
Unlocks	Technology breakthrough to drive plant and machinery without Carbon emissions.	Industry cooperation to design sites differently			
	Client cooperation to energise sites earlier in the build process	Affordability			



The Groundworks Partner of Choice

Appendix The GHG protocol Scope 1, 2 and 3 GHG emissions defined



- Scope 1 emissions are direct emissions from sources that are owned or controlled by an organization.
- Scope 2 emissions are indirect emissions from the consumption of purchased electricity, heat, or steam.
- Scope 3 emissions are all other indirect emissions that are a result of the activities of an organisation but are not included in scope 2.

Our Values





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