



Byrne Group recognises that our business activities are directly and indirectly responsible for social, economic and environmental impacts.

Accordingly, we are committed to the principles of sustainability, and strive to reduce any detrimental impacts associated with our business, whilst maximising the benefits of our work.

We aim to contribute to economic development, whilst ensuring that we deliver and maintain a positive impact on the communities and environment in which we operate. Byrne Group endeavours to leave a lasting legacy for all stakeholders.

**Byrne Group is committed to:**

- Working with local authorities to support the employment and training of local labour, whilst ensuring that our labour force has an opportunity to enhance their qualifications.
- Training every trade-based employee to achieve at least NVQ level 2 in their chosen trade or specialist area.
- Employing those who are committed to improving sustainability issues.
- Implementing environmental best practice to reduce the negative environmental impact of our operations.
- Monitoring our environmental performance and publishing reports to increase both the environmental awareness of our staff and our accountability to wider stakeholders.
- Actively promoting a sustainable approach, within Byrne Group and our supply chain, during the delivery of our projects.
- Adopting the principles of resource efficiency by optimising the use of natural materials, encouraging the use of alternative materials and to actively implementing the waste hierarchy.
- Achieving prosperous financial performance that maintains and improves our employees' living standards.
- Promoting a healthy, diverse and inclusive workforce.
- Delivering high quality projects recognised for their sustainability credentials.
- Not being directly or indirectly involved in activities that violate human rights by operating within the international laws concerning labour practices, recognising the fundamental rights at work.

Byrne Group employees are made aware of their individual responsibility to help us comply with, and meet the requirements of, this policy, and wherever the opportunity permits, to freely contribute ideas to help us to improve our business practices and the effectiveness of our responsible sourcing control measures.

Signed

Michael Byrne

Chief Executive, Byrne Group

Issued: 2010

Reviewed: January 2026

