

Annual Sustainability Report



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Date: 07 July 2025

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1 Sustainability at CPC Civils Limited

1.1. Managing Director Statement

ESG integrates environmental, social, and governance considerations into our business strategy, illustrating the positive impact our activities have on society and the planet. Our 2024 annual report reflects on our progress and outlines our commitments to advance the UN Sustainable Development Goals (SDGs), meet the UK government requirements, and align with our own strategic ambitions across all business streams.

This report demonstrates our long-term value and relevance by showcasing our environmental and social performance, as well as the effectiveness of our governance in managing these areas responsibly. We have committed to achieving near-term net zero emissions by 2050, with interim targets set for 2030 to ensure continuous progress.

Sustainability is at the core of our business operations and vital for addressing the industry's impact on global challenges. Through our ESG Strategy, we established clear, achievable goals that will bring long term benefits to our business, clients, and the communities in which we operate.

We acknowledge that our activities influence the economy, environment, and society offering opportunities to make positive contributions to sustainable development while minimising adverse impacts. Our ongoing commitment is to ensure that our business practices support a more sustainable future for all.

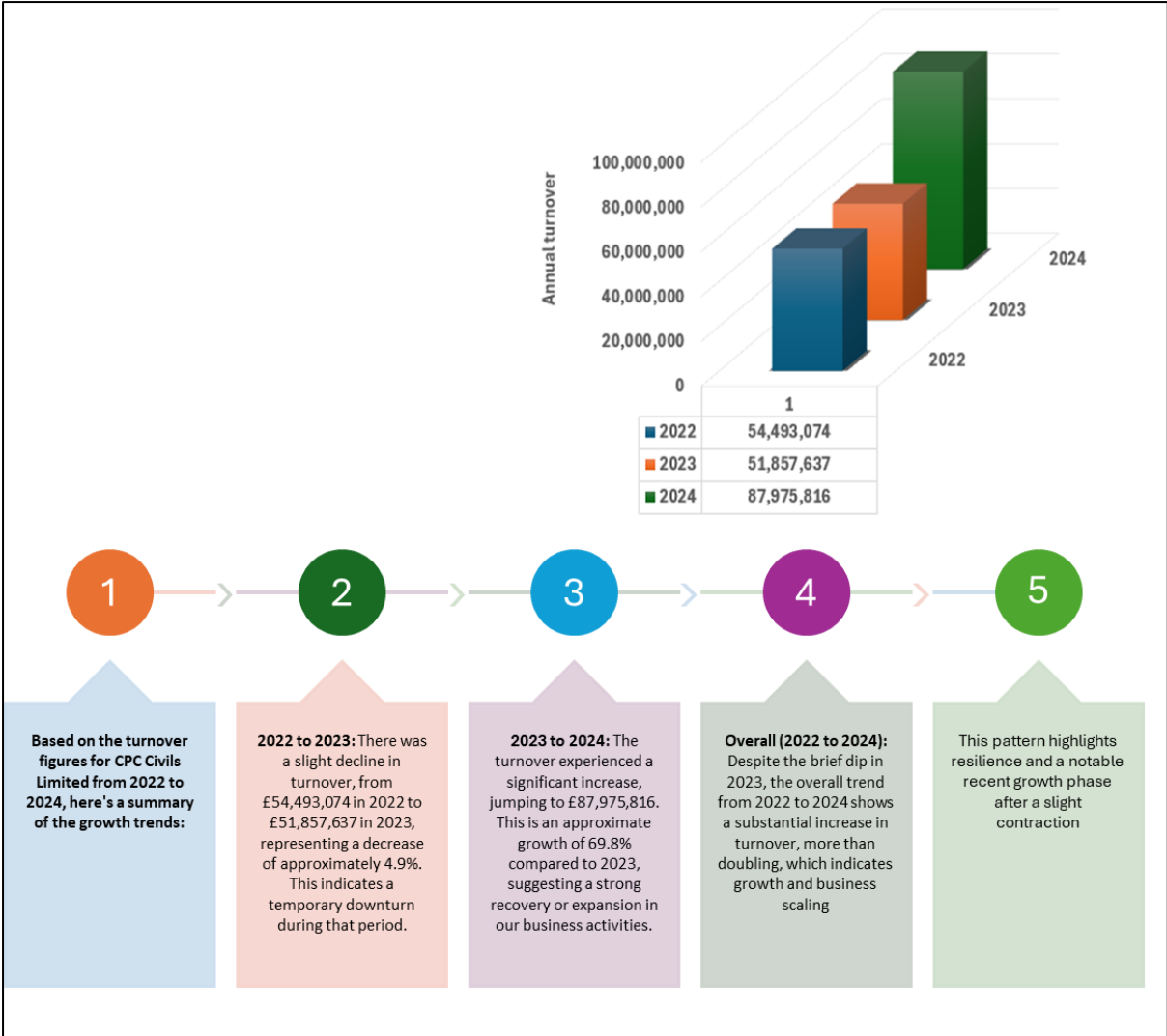
During 2024, we made progress in making our projects more sustainable. We improved how we design and build, focusing on reducing our environmental impact, supporting our communities, and promoting safety and fairness for our team. We look forward to continuing these efforts.



A handwritten signature in black ink, consisting of a stylized 'C' followed by a series of loops and a long horizontal stroke.

Managing Director and Founder of CPC Civils Ltd

1.2. Proven Performance and Financial Strength



In 2024, CPC Civils achieved an annual turnover of £87 million, an increase of 69% from 2023’s annual turnover, reflecting strong financial stability and capacity to support complex, high value projects that prioritise sustainability. Our strong financial position enables us to invest in environmentally friendly technologies, sustainable materials, and innovative construction practices that reduce our carbon footprint.

Our long-standing relationship with our clients is evidenced in an 88% repeat business rate across public and private sectors, that demonstrates trust and our commitment to delivering responsible projects. Moving forward, we are dedicated to integrating sustainable financial strategies that align with our environmental and social goals, ensuring long-term value for all stakeholders.

CPC Civils financial performance over the last three years reveals a trajectory of resilience, recovery, and substantial growth. The jump of 69.8% reflects the strategic initiatives, new project wins, and an increased demand in civil engineering sectors.

We are well-positioned to capitalise on upcoming opportunities, provided we continue with strategic planning and operational efficiency.

1.3. Our Approach to Sustainability

We are committed to responsible practices that support environmental preservation, social equity, and economic growth. Our initiatives focus on:

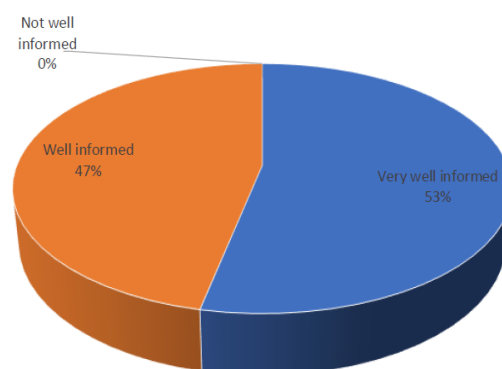
- **Resource Efficiency**
Optimising the use of our resources such as water, energy, and raw materials to minimise waste and environmental impact.
- **Renewable Energy**
Shifting to renewable energy sources like solar and hydroelectric power to reduce our carbon footprint and the reliance on fossil fuels.
- **Sustainable Materials**
Choosing materials that are environmentally friendly, such as recycled, biodegradable, or sustainably sourced options in construction.
- **Waste Reduction**
Implementing strategies for reducing waste through recycling, composting for longevity or reusability.
- **Community Engagement**
Involving local communities in sustainability efforts to ensure that initiatives are relevant and beneficial to those directly impacted.
- **Education and Awareness**
Raising awareness about sustainability issues and encouraging individuals and organisations to adopt sustainable practices.
- **Sustainable Transportation**
Promoting public transport, carpooling, cycling, and walking, as well as supporting electric and hybrid vehicles.
- **Corporate Social Responsibility (CSR)**
Integrating social and environmental concerns in our operations and interactions with stakeholders.

1.4. Stakeholder Engagement

By effectively engaging with our stakeholders, we foster a more inclusive and responsive approach that benefits both our business and the communities we serve. Stakeholder feedback on the City Centre Public Realm project completed in 2024, highlighted its overall success and positive impact.

The project team engaged with **235** Stakeholders through various channels:

335 Face to Face visits
3242 newsletters sent
7,974 Email exchanges
105 Phone calls
144 Text messages
28 drop-in sessions held till July 2024



The drop-in sessions provided stakeholders with opportunities to express concerns, engage directly with the project team, and influence adjustments to mitigate impacts whilst maintaining the project timeline. Dedicated team members facilitated discussions, addressed questions, and shared relevant information. These thoughtfully organised sessions strengthened stakeholder relationships and yielded valuable insights, guiding project decisions. All participants (100%) found the drop-in sessions useful, reflecting the importance in fostering transparency and collaboration. Impacted stakeholders said that they were kept well updated as the work progressed.

1.5. Affiliations and Memberships

SBTi

In 2024, CPC Civils signed and submitted its commitment letter to the Science Based Targets Initiative (SBTi). Our goal is to achieve near-term net zero emissions by 2050, with interim targets set for 2030 to ensure steady progress. We aim to have our specific science-based targets approved by 2026, demonstrating our commitment to aligning our operations with the latest climate science and contributing to global climate goals.

Earth Hub

CPC Civils enlisted the services of Earth Hub to produce our emissions as part of our reporting purposes to disclose our energy use and carbon emissions through the UK's Streamlined Energy and Carbon Reporting (SECR).

Accreditations

We hold industry accreditations that reflect our high standards in safety, quality and sustainability. These demonstrate our commitment to best practice.



Our dedicated Health, Safety and Wellbeing team provide national oversight and is supported by a regional team of advisors. Digital systems such as Activ, Work Wallet, Braincandy, Site Assist, Intuity and IHasco e-learning help us manage competence, and compliance in real time.



2. Company Profile

2.1. Corporate Overview

CPC Civils is a nationwide civil engineering contractor and family run business, founded on a strong commitment to safety, quality, and customer service. Established in 1985 by Managing Director Con Cunningham, the company was renamed CPC Civils Group in 1997, and it continues to be family led today.

With offices in Sheffield and a head office in Solihull, CPC Civils boasts a large team of experienced professionals, from site workers and engineers to project managers, supported by extensive plant resources. The company is equipped to deliver complex engineering projects as well as major and minor construction schemes across the UK, maintaining high standards of safety and quality in every project.

2.2. Milestones

The past year marked the most successful period in CPC Civils' history, with record turnover and a high volume of successfully delivered projects. As the AMP7 cycle concluded across our water frameworks, we achieved significant milestones both on and off site, demonstrating our commitment to excellence and innovation.

A key highlight was our involvement in the UK's first blue-green infrastructure project in Mansfield, delivered through the Severn Trent framework. This groundbreaking SuDS (Sustainable Drainage Systems) initiative saw CPC Civils work as an integrated project team alongside Severn Trent and key stakeholders. The scheme set a benchmark for nature-based solutions in managing surface water and mitigating the risk of foul water flooding, an approach other major water companies are now looking to emulate.

We also played a vital role in Severn Trent's spills reduction programme, quickly mobilising teams to install temporary SAF (Submerged Aerated Filter) treatment plants across the region. These rapid response deployments made an immediate impact in reducing pollution incidents.

Throughout AMP7, CPC Civils continued to deliver a number of major infrastructure projects including Batch 19, Crowle, Ambergate, Oldcoates, Findern, Lighthorne, and Berkswell, as well as significant contributions to the Green Recovery Programme. In total, we successfully delivered over 300 projects across the Severn Trent region, a testament to the strength, scale, and capability of our delivery teams.

Beyond the Severn Trent region, our footprint continued to expand in Yorkshire and Anglian Water territories, where we are now engaged in significant civil engineering projects that will carry forward into AMP8.

Our longstanding direct frameworks with the Environment Agency and the Canal & River Trust are relationships spanning more than three decades and that continue to thrive. With new work packages due to be released in the coming year, we are well positioned for continued growth in these areas.

We have also made strong progress across other key frameworks, including district heating schemes, Birmingham City Council initiatives, Transport for West Midlands, and our growing work with Thames Water. These projects continue to build momentum, with several exciting opportunities scheduled to go live in 2025–26.

Sustainability remains at the core of our business strategy. We have strengthened our commitment through deeper collaboration with our supply chain and by embedding sustainable practices into our operational processes. Our internal team dedicated to environmental performance has grown, driving progress toward our Science Based Targets. We're proud to have improved our EcoVadis sustainability rating, placing CPC Civils within the top 20% of businesses in the UK.

As we look ahead to AMP8 and beyond, we remain focused on innovation, delivery, and driving long-term value for our clients, communities, and the environment.



3. Governance, Ethics and Compliance

3.1 Corporate Governance

At CPC Civils, we are committed to maintaining the highest standards of governance, ethics, and compliance across all aspects of our business. We operate transparently and responsibly, adhering to all relevant laws, regulations, and industry standards. Our policies promote ethical behaviour, integrity, and accountability among our staff and partners.

We prioritise safety, environmental responsibility, and fair treatment of employees and stakeholders. Regular training and strict oversight ensure we uphold these values, fostering a culture of trust and continuous improvement. We are dedicated to acting ethically in all our activities, ensuring long term sustainability and positive relationships with our clients, communities, and the environment. All staff are required to complete our mandatory training in EDI, Anti-bribery, whistleblowing, modern slavery and GDPR.

3.2 Ethics and Compliance

At CPC Civils, we are dedicated to conducting our business with the highest standards of ethics and integrity. We uphold strict policies that promote honesty, fairness, and respect in all interactions with clients, partners, employees, and the communities we serve.

Our commitment to compliance means adhering to all applicable laws, regulations, and industry standards at all times. We provide ongoing training to ensure our team understand their responsibilities and conduct themselves ethically, fostering a culture of accountability and transparency.

We actively encourage reporting of any concerns or misconduct and have systems in place to address issues promptly and effectively. Upholding strong ethics and compliance is fundamental to maintaining trust, safeguarding our reputation, and ensuring sustainable success.

4. Employees

4.1 Talent Management

CPC Civils recognises that talent management requires a strategic approach to attract, develop, and retain skilled professionals. Given the technical complexity and safety critical nature of our projects, having a highly capable and motivated workforce is essential to deliver quality results on time and within budget.

In 2024, we actively expanded our team by recruiting 24 new starters, representing a 16% increase in our workforce. During the same period, 17 team members chose to leave the business, while 110 colleagues continued with us, ensuring stability and ongoing experience within the company.

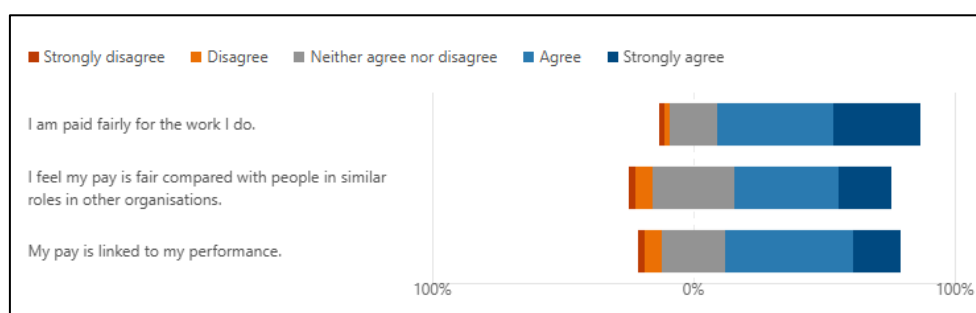
Our recruitment costs for each new starter averaged £6,094, including expenses related to sourcing and onboarding. Training costs per new employee were approximately £2,031, equipping them with the skills necessary for our projects. Additionally, administrative costs associated with employees leaving the company averaged £1,991, covering exit procedures and related processes.

4.2 Compensation and Benefits

Our recent employee survey provided valuable insights into the overall satisfaction and engagement levels within CPC Civils. Out of 45 responses, the results were predominantly positive, with 34 employees indicating they are extremely satisfied with their experience at the company. Seven employees reported being somewhat satisfied, and a small number expressed dissatisfaction, with 2 feeling extremely dissatisfied and 1 somewhat dissatisfied. This suggests a strong overall morale and dedication amongst our team.

Regarding pay and benefits, 2.2% of employees strongly disagreed that they are paid fairly for their work. Conversely, 40% believed their pay was fair compared to similar roles at other organisations, highlighting competitive positioning in our industry. Furthermore, nearly half (48.9%) of respondents felt that their pay was linked to their performance, reinforcing the effectiveness of our performance-based reward systems.

By continuously monitoring these insights, CPC Civils remains committed to fostering a motivated and satisfied workforce. We recognise the importance of fair compensation and an engaging work environment in driving project success and long-term growth.



4.3 Employee Engagement

At CPC Civils, we believe that engaged employees are the foundation of successful projects and a positive workplace culture. We are committed to creating an environment where our team members feel valued, motivated, and inspired to perform at their best.

To achieve this, we implement several initiatives:

- Regular communication and feedback channels, including team meetings and surveys, to listen to our employees' ideas and concerns.
- Recognition programs that celebrate individual and team achievements, safety milestones, and project successes.
- Opportunities for ongoing training, career development, and leadership growth, ensuring staff feel supported in their professional journeys.
- Promoting a collaborative and inclusive work environment where diversity is embraced, and everyone has a voice.
- Ensuring safety and well-being are prioritised, as feeling safe and cared for boosts morale and engagement.

Based on the responses from 45 employees in our recent satisfaction survey, the feedback was overwhelmingly positive. Specifically, 34 employees reported being extremely satisfied, 7 felt somewhat satisfied, and 1 employee was neutral, neither satisfied nor dissatisfied. Conversely, 3 employees expressed dissatisfaction, with 2 being extremely dissatisfied and 1 somewhat dissatisfied. By fostering a culture of engagement, CPC Civils aims to increase productivity, reduce turnover, and build a motivated team ready to tackle current and future projects with confidence.



4.4 Diversity

At CPC Civils, we value diversity as a key driver of innovation, collaboration, and success. Our workforce includes individuals from a variety of backgrounds, age groups, and experiences, which enriches our company culture and enhances our ability to serve our clients effectively.

Our current workforce reflects a broad age range, with employees under 30, as well as those over 60, contributing a wealth of knowledge and fresh perspectives. We are committed to fostering an inclusive environment where everyone feels valued, respected, and empowered to contribute to our shared goals.

Promoting diversity and inclusion is central to our long-term strategy, helping us build a stronger, more innovative organization capable of delivering high-quality civil engineering projects across the UK.

4.5 Work/life balance

At CPC Civils, we recognise that a healthy work life balance is vital to supporting a productive, engaged, and resilient workforce. We are committed to fostering an environment that allows our employees to effectively manage their professional responsibilities alongside personal well-being.

Our Approach Includes:

- Flexible working arrangements, including options for working from home and hybrid models, to accommodate individual needs and circumstances.

- Promoting a culture that values regular breaks and encourages employees to disconnect outside of working hours.
- Providing access to support programs, wellness initiatives, and resources that promote mental and physical health.
- Encouraging open communication and managerial support to address work-related challenges promptly.

By prioritising work life balance and embracing flexible working solutions, we aim to enhance employee satisfaction, reduce stress, and foster a positive workplace culture. 37% of our workforce operated in a hybrid working model, supporting our employees in maintaining healthy boundaries. This approach not only promotes wellbeing but also drives improved performance, ultimately contributing to the long-term success of our organisation.

5. Environment, Health and Safety

5.1 Program Overview

At CPC Civils, our commitment to health, safety, and environmental stewardship is at the core of our operations. In 2024, we made significant strides in creating a safer, more sustainable workplace through rigorous audits, comprehensive training programs, and fostering a strong safety culture.

Key Achievements in 2024:

- 400 online IHASCO Courses completed to enhance workforce competence.
- Total of 412,561 operational hours
- 245 good practices were recorded
- Identification of 227 hazard spots across operational sites, strengthening hazard awareness.
- 1 Riddor, 5 accidents and 16 service strikes recorded, reflecting our focus on preventing accidents and operational disruptions.
- Assurance of strict adherence to safety protocols for hazardous materials, significantly reducing spill and contamination risks.
- Implemented efficient waste management practices to protect both employees and the environment.

Our integrated approach to health, safety, and environmental management not only helps us meet regulatory requirements but often exceeds them, reducing the risk of fines and penalties. Every safety measure we implement directly supports our broader sustainability goals.

At CPC Civils, every effort to protect our people also helps safeguard the planet. Our 2024 achievements exemplify our dedication to creating lasting value for our business, our community, and the environment.

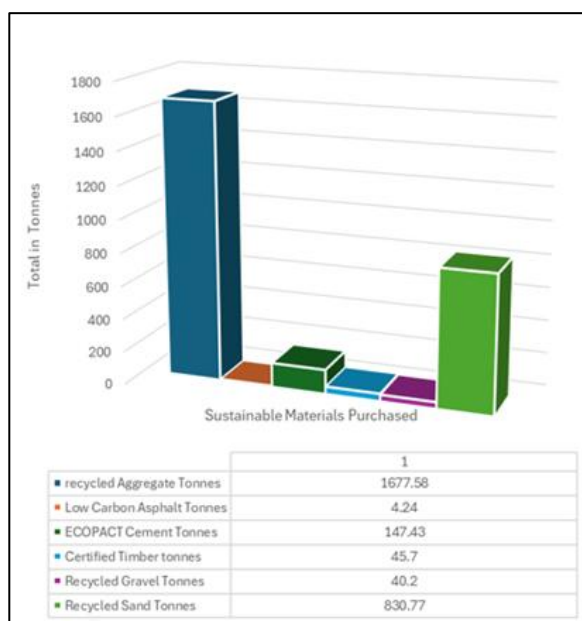
5.2 Environmental Performance

CPC Civils is committed to minimising our environmental impact through proactive management and continuous improvement. In 2024, we made significant strides across key areas of environmental performance, reflecting our dedication to sustainability.

5.3 Resource Optimisation

This report highlights our commitment to sustainability through responsible management of environmental, social and economic factors. We have made significant strides in reducing our environmental footprint by optimising resource use, increasing energy efficiency and minimising waste. Our social initiatives focus on fostering a diverse and inclusive workplace, supporting community development, and ensuring the wellbeing of our employees. Economically, we strive to generate value responsibly by growing our business sustainably, creating jobs, and contributing to local economies. Moving forward, we are dedicated to continuous improvement and transparency in our efforts to build a more sustainable future for all stakeholders.

5.4 Green Construction Practices



We integrated sustainable materials such as recycled aggregates and low impact concrete into our projects. Additionally, we employed innovative construction methods to minimise material waste. By adopting the C2C (Cradle-to-Cradle) approach, we ensure that any materials that are described as safe and chemically harmless, will be re-purposed or recycled to community groups, landowners, and Enterprise Recycling Groups to ensure that waste and surplus materials will be kept in the economic loop. Surplus material on previous projects has either been repurposed back into the landscape under a U1 permit or we donate it to the landowner. On the occasions where there is still a surplus, we always reach out to the local community groups and businesses and make initial enquiries as a way to give back to the local community. During 2024, we recycled over 50 tonnes of waste material, 26.45 tonnes was from soil. This helps to reduce our waste costs, scope 1 emissions and reduces the amount of good material being sent away for

recycling.

5.5 Energy and Emissions

Our energy and emissions data have been categorised into 3 segments in accordance with the Greenhouse Gas (GHG) Protocol. This approach enables a more detailed understanding of our emissions profile. Additionally, we have applied the DEFRA 2024 Emissions Factors and Methodology to ensure accurate and consistent measurement of our greenhouse gas emissions. This structured analysis supports our commitment to effective environmental management and targeted emission reduction strategies.

Emissions type	Energy Consumption (kWh)		Carbon Emissions (tCO ₂ e)	
	2024	2023	2024	2023
Scope 1	13,950,091	10,315,301	3,329.4	2,657.6
Scope 2	66,333	66,558	13.7	13.8
Scope 3	573,647	328,292	137.1	76.8
Total	14,590,071	10,710,151	3,480.2	2,748.2

Our total carbon emissions increased by 26.6% in 2024 compared to the previous year. This rise is closely correlated with the substantial growth in our business activities, as our turnover more than doubled during this period. The expansion of operations and increased activity levels have contributed to higher energy consumption and associated emissions. Moving forward, it will be important to assess our emission sources in detail and explore strategies to improve energy efficiency and sustainability, even as our business continues to grow. This approach will help us manage our environmental impact whilst supporting ongoing expansion and commercial success.

In 2024, we developed our Carbon Management Steering Group within the business for overseeing and guiding the business's efforts to measure, reduce, and offset carbon emissions. It is here that the carbon management framework is integrated into overall business strategies, tracks progress and promotes accountability for

reductions, supporting the business's broader sustainability goals. We are working towards our goals by cutting carbon emissions, reducing our carbon footprint, reducing energy use to reach the UK Government's net zero targets. Our use of energy efficient equipment and machinery contributes to reducing our greenhouse gas emissions. We are actively increasing the adoption of hybrid and electric machinery to further reduce our carbon footprint. In May 2024, we upgraded our site cabins and diesel generators for solar hybrid and introduced green welfare pods onto all our sites. By making the switch, our findings on the cost reduction and the benefits are:

- We produced a total of 3119.8Kwh in solar gain
- The total of fuel saved was 63990 Litres, saving us a total of £98,356
- The total local Co2 avoided was 14486.15 tonnes

Not only are we reducing our carbon footprint, but this upgrade takes us closer as we work towards our goals by cutting our carbon emissions and reducing our energy use to reach the UK government's net zero target.



5.6 Site Management and Biodiversity

Our Biodiversity and Biodiversity Net Gain Policy establishes a foundation approach for integrating biodiversity net gain across our construction activities. This is supplemented by our ISO14001 certified environmental management system that provides our operational teams with the guidance and tools to protect and support positive action for biodiversity, and to improve ecological networks to conserve our wildlife, ecosystems and reduce the impacts on climate change. Throughout our projects, we collaborate closely with stakeholders to restore disturbed areas and promote biodiversity net gain through initiatives such as planting native vegetation to support local ecosystems.

We are committed to maintaining a system that aligns with ISO14001 standards, continually engaging with stakeholders to enhance our environmental management practices. Our aim is to exceed regulatory requirements and adopt best practices for environmental sustainability. Looking ahead, we plan to expand the use of renewable energy on our sites, strengthen our waste management strategies, and incorporate sustainable design principles into all projects to ensure long-term environmental stewardship and alignment with global sustainability goals.

5.7 Health and Safety Performance

Our culture of safety is championed at the highest level by company owner Con Cunningham, and it remains our top priority in protecting employees, clients, stakeholders, and the general public across all our operations.

We operate a comprehensive Health, Safety and Wellbeing Policy, supported by a certified management system, accredited to ISO45001. In addition, we retain certification on two SSiP accreditation platforms which are Constructionline Gold and Safe Contractor (Principal Contractor Level).



Our commitment to health and safety is inseparable from our dedication to environmental sustainability. By embedding robust safety protocols into every aspect of our operations, we create safer workplaces while also advancing our sustainability goals.

Through our effective safety measures and our proactive approach, we have reduced the risk of environmental incidents by addressing hazards before they escalate. During 2024, we conducted 84 site audits and 124 near misses were reported throughout the year. This proactive approach has further reduced the risk of environmental incidents like spills, leaks, or improper waste handling, which can have lasting ecological impacts.

5.8 Workforce Training, Hazard Awareness, and Safety Initiatives

In 2024, our employees completed 400 online IHASCO courses to enhance workforce training. Additionally, 227 hazard spots and 245 good practices were identified across operational sites. These efforts promote hazard awareness and ensure that materials are handled, stored, and disposed of safely.

This comprehensive approach minimises waste, prevents contamination, and conserves resources thereby supporting both worker safety and environmental protection.

5.9 Accident and Service Strike Prevention

In the same year, CPC Civils recorded only 5 accidents and 16 service strikes. These low incident rates help prevent operational disruptions and reduce resource consumption associated with incident response and remediation.

Fewer incidents lead to less waste from damaged materials, decreased need for corrective actions, and reduced emissions from unplanned activities, contributing to a safer and more sustainable operational environment.

6 Continuous Improvement and Compliance

Regular audits and ongoing training ensure that we not only meet but often exceed regulatory requirements, reducing the risk of fines or environmental penalties. This integrated approach reinforces our reputation and demonstrates our commitment to corporate social responsibility.

For example, strict adherence to safety protocols for hazardous materials significantly reduces the risk of spills and environmental contamination. Similarly, efficient waste management practices protect both employees and the environment by ensuring hazardous substances are properly contained and disposed of.

At CPC Civils, every step we take to safeguard our people also helps protect the planet. Our 2024 health and safety achievements are reflected in rigorous audits, comprehensive training, and a strong safety culture that form a core part of our broader sustainability strategy.

By integrating health, safety, and environmental management, we create lasting value for our business, our community, and the environment.

7. Product Responsibility

7.1 Materials Use

We are committed to choosing environmentally friendly materials, including recycled, biodegradable, and sustainably sourced options for our construction projects. We incorporate green engineering into our works by using materials such as coir rolls and granite rock bags to minimise ecological impact while enhancing system performance. By incorporating nature-based solutions into construction projects ensures that the finished result is durable, incorporates natural erosion control measures, stabilising soil and preventing sediment runoff without the reliance of synthetic materials. The coir rolls that we use around waterways are biodegradable and excellent for bioengineering applications for slope stabilisation, revegetation and erosion control. Over time they will promote natural plant growth, enhance soil moisture retention and support ecosystem recovery.

Our procurement team and supply chain network work together to minimise waste by ordering the appropriate quantities whilst prioritising local suppliers to reduce emissions. Subcontractors and equipment hire are sourced as locally as possible to further decrease transport distances. We also plan to utilise local haulage contractors to minimise long distance journeys. We coordinate our deliveries to be placed in bulk, reducing indirect transport emissions outside of our direct operational control to reduce our scope 3, category 4 emissions related to upstream transportation and distribution.

8. Supply Chain

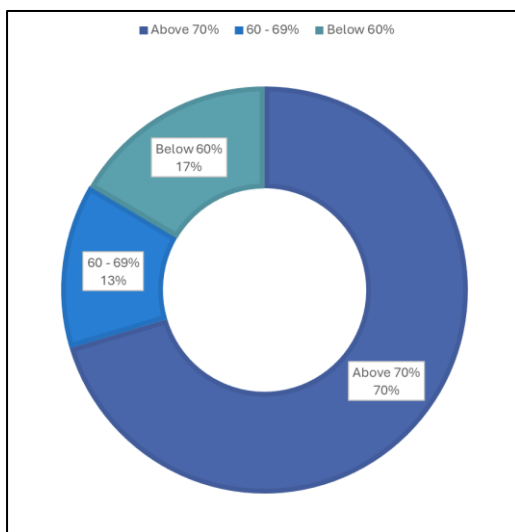
8.1 Supplier Management



During 2024, our procurement team visited and met with our top spend suppliers. All our top spend suppliers fall within a 30-mile radius. It is our policy to procure all our supplies and materials within a 30-mile radius to ensure we support the local economy impacted by our works. 26.6% of those were site visits that included site tours, whilst 80% were meetings.

Our procurement team are responsible for scoping out the local areas to ensure that materials are sourced to support the local economy and further reduce the carbon footprint of the project. Where it is feasible, the team source recycled material with the client's consent. This further supports our emissions reduction to take us closer to the 8% reduction required for the business.

8.2 Supplier Diversity



Supplier diversity is central to our procurement and offers SMEs, and social enterprises the opportunity to participate in our supply chain and to work with suppliers who actively manage diversity and inclusion in their workforce.

As part of our supplier onboarding process, a Pre-Qualification Questionnaire (PQQ) is raised on Activ for all current and new suppliers within our supply chain, consisting of 11 questions surrounding ethical and sustainability topics. Once the PQQ is complete, it is reviewed and scored accordingly based on the answers provided. All insurance policies and modern slavery policies are recorded and monitored annually. The supplier rating is entered into a general contacts list for all buyers' awareness and compliance to only use suppliers that meet our requirements surrounding ethical and sustainability topics. If a supplier does not meet the criteria, they are removed from the supply chain & future

enquiries.

As part of the 2024 annual supplier review audit, our top businesses identified as our new and existing top spends were contacted and given a supplier risk rating and ranked against a RAG system. Those with Ratings above 70% were added/remained on the supplier list for future enquiries and purchases. Suppliers that failed to achieve above 60% were identified as a risk to the business. New suppliers were declined, and current suppliers that failed the audit were investigated further until the risk was resolved.

8.3 Greening the Supply Chain

As part of our commitment to sustainability, we have prioritised the greening of our supply chain to reduce environmental impact and foster responsible business practices. We recognise that sustainable procurement and logistics are critical to achieving our long-term environmental goals.

In 2024, we took significant steps to partner with suppliers who adhere to rigorous environmental standards by enhancing transparency and traceability to ensure responsible sourcing of raw materials and promoting waste reduction and resource efficiency across our supply network. We are working to continuously improve our supply chain sustainability, integrating environmental considerations into our procurement policy, and engaging our partners to build a resilient, low impact supply chain.

9. Community Support

9.1 Donations and Sponsorship



By supporting local communities, we donated £286,432.48 to local charities and community groups. This figure showcases our ongoing commitment to long-term social and economic sustainability to benefit both the business and the communities that we operate in, supporting grassroots initiatives helps address specific community needs, promoting a collaborative approach and building resilience within the community.

9.2 Employee Volunteering



Throughout the year, the business dedicated a total of 468 volunteering hours through numerous community engagement initiatives. Staff members have actively volunteered in their personal time by attending Thursday evening sessions with MCKS Feeding Program Birmingham to deliver essential supplies to the homeless and vulnerable people in the Birmingham City Centre and China Town. We will continue to support the charity as we progress.

10. Economic Impact

10.1 Economic Value Generated and Distributed



In 2024, CPC Civils demonstrated a strong commitment to creating a positive social impact, delivering a total social value of £7,057,069.87 across all frameworks and broader business operations. Supporting grassroots initiatives helps address specific community needs, promoting a collaborative approach with our stakeholders and building resilience within our communities. This achievement underscores our dedication to sustainability, community engagement, and responsible business practices.

Our investment and efforts have directly contributed to sustainable community development, increased employment opportunities, and enhanced wellbeing within the regions we have served. By prioritising social value, we aim to foster resilient communities and promote inclusive growth.

Our Social value achievements in 2024 reflect our ongoing dedication to sustainability and social responsibility. We believe that creating lasting positive impacts is fundamental to our mission and long-term success.

11. Sustainability Reporting

11.1 External Reporting Standards

This sustainability report has been developed referencing the GRI (Global Reporting Initiative) principles, which serve as an internationally recognised framework for sustainability reporting. By adhering to these guidelines, CPC Civils aims to provide clear, transparent, and comparable information about its economic, environmental, and social impacts. This approach not only enhances the credibility and reliability of the disclosures but also reflects the organisation's dedication to accountability, stakeholder engagement, and ongoing efforts to improve our sustainable performance. Overall, this report demonstrates a commitment to transparency and responsible practices aligned with global standards.

11.2 GRI Index

GRI STANDARD	DISCLOSURE/TOPIC	LOCATION/PAGE
Economic		
GRI201: Economic Performance 2016	201-1: Direct economic value generated and distributed	10.1 – page 22
	201-2: Financial implications and other risks and opportunities due to climate change	5.5 – page 14
	201-3: Defined benefit plan obligations	Not Applicable to the business
Environmental		
GRI 302: Energy	301-1: Energy consumption within the organisation	5.5 – page 14
GRI 303: Water and Effluents	303-1: Water withdrawal by source	Not Applicable to the business
GRI 305: Emissions	305-1: Direct (Scope 1) GHG emissions	5.5 – page 14
	305-2: Energy indirect (Scope2) GHG emissions	5.5 – page 14
	305-4: Emissions intensity	5.5 – page 14
GRI 306: Waste	306-2: Waste by type and disposal method	5.4 – page 14
GRI 308: Supplier Environmental Assessment	308-1: New suppliers screened for environmental criteria	8.3 – page 20
Social		
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