Corporate Social Responsibility Policy

Erith are a responsible and sustainable company, which operates based on ethical behavioral values and delivering what we promise. This policy is in place to provide clear leadership guidance to Erith and interested parties.

Environment

We acknowledge that climate change is a core risk to our business and the potential for our activities to have a direct or indirect impact on the environment. Whilst the services provided by Erith improve and enhance the public realm, we are also committed to actively reducing their potential negative impacts.

We will recognise, respect, manage and mitigate our impacts on;

- Sensitive receptors adjacent to our projects and activities.
- Risk of flood.
- Natural habitats and eco-systems.
- Local heritage.

Sustainability

We recognise that embedding sustainability into all aspects of our business is key. We will aim to deliver high performance against Civil Engineering Environmental Quality Assessment and Award Scheme (CEEQUAL), Leadership in Energy and Environmental Design (LEED) or Building Research Establishment Environmental Assessment Method (BREEAM) criteria on our projects by using sustainable practices in our design, planning and construction activities by:

- Embedding sustainability best practice in our procurement decisions so that environmentally and socially preferable materials and solutions are used where practicable.
- Adopting and actively supporting sustainable materials management, involving responsible sourcing for natural materials such as wood and primary aggregate, along with responsible stewardship of those materials through supply, use and end of life.
- Minimising or eradicating the use of primary natural resources, including water, by substituting alternative recycled materials, collecting rainwater and "grey" water wherever practical.
- Ensuring suppliers and subcontractors have sustainability criteria within their activities and procurement procedures which align with our own sustainability objectives.
- Maximising the reduction, reuse and recycling of waste produced by our activities. We will encourage the reuse of construction materials within our projects.

Health, Safety and Wellbeing

We want to make Erith a great place to work for our employees and we aim to achieve this by:

- Making safety and wellbeing central to the way we work.
- Providing a safe and healthy work environment which meets and exceeds best practice standards, with a target of zero accidents/incidents.
- Maintaining our strong culture of employee loyalty, which we believe is a key element to the success of the company.
- Creating an inspiring and healthy working environment with opportunities for personal and professional development, training and advancement.
- Developing and broadening the skills of our employees.
- Recognising innovation from the workforce and encouraging new ideas and working methods.
- Reducing potential nuisances associated with our operations including dust emissions, noise, traffic and vibration.

Social and Community

We wish to maintain our strong links with the community by:

- Community engagement, which allows us to contribute positively to the local communities within which our projects are located.
- Supporting and contributing to our local communities by donating to local charities, schools and community initiatives.
- Actively engaging with the communities in which we work through local employment, skills training, including apprentices, partnerships and sponsorship.

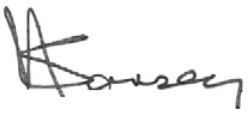
Energy Efficiency and Carbon

We wish to work together with our supply chain to maximise energy efficiency and minimise our carbon footprint by:

- Progressively reducing energy use and carbon emissions company-wide in our transportation activities, the equipment and plant we operate, and the buildings we occupy.
- Reviewing and investing in new technologies and innovations.
- We aim and endeavour to maintain and grow a profitable customer focused business by delivering high value, integrated services through commitment to a policy of continuous improvement.

Implementing a five-year strategy aligned with the United Nations Sustainability Development Goals and a Carbon Reduction Statement committed to achieving Net Zero emissions by 2050 in line with the Science Based Targets Initiative approach.

Signed for and on behalf of the Executive Board:



Steven Darsey
Company Chairman
25/09/2026