

GA



ESG Performance 2025



“
As a **responsible business**, Gilbert-Ash is **passionate** about managing its **impact on the world.** ”

Construction is a sector with a significant impact on the environment and on society. At Gilbert-Ash, we work hard to make that impact positive, integrating sustainability considerations into our decisions and taking care to balance profits with care for people and planet.

I am delighted that three years into our ESG strategy, our collaboration efforts within the sector have enabled us to achieve 85% of the targets we set ourselves for 2025. Although accreditation and awards are never the end goal for us, the recognition they bring can actively inspire positive transformation and I thank the team at Gilbert-Ash for continuing to raise the bar as we continue our ESG journey, learning and improving at every stage.

At Gilbert-Ash, we are fortunate to have a talented team of people who embrace the opportunity to drive the positive change that's needed within construction.

Through decarbonisation efforts on projects, sourcing sustainable materials, engaging and educating suppliers and developing partnerships, we are adding value to the communities we work in. Our efforts are powered by passion, purpose and a firm belief in the importance of place to human life and experience.

This underpins our sustainability efforts and our contribution to the UN Sustainable Development Goals.

A handwritten signature in teal ink, appearing to read 'Ray Hutchinson'.

Ray Hutchinson, OBE
Managing Director

PEOPLE PILLAR PROGRESS

As a responsible employer, Gilbert-Ash will strive to ensure its people and those within its wider supply chain are treated fairly, ethically and with respect.

With an engaged, healthy, well trained and diverse workforce, our business will thrive.

People Champions



Debbie Eve
People & Culture Director



Ciara McKeivitt
HR Manager

Progress towards 2025 goals



Health, Safety & Wellbeing

28

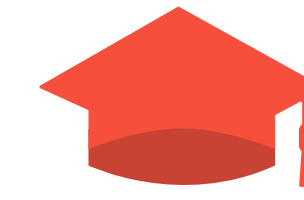
Health & Wellbeing initiatives



39% of Health & Wellbeing initiatives relating to Cyber Security Awareness

72

Apprentices engaged across all sites

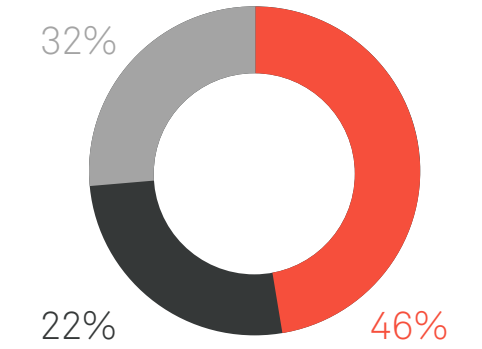


460 weeks of Graduate and Undergraduate placements

Ethical Workforce Practice

348

Hours of Responsible Leadership



Managers Directors Projects

Being an Employer of Choice



22% of Senior Management are female



13% of Site Management are female

138

Training courses delivered

22

Employee Ambassadors

8197.5

Training hours delivered



1,096

Students reached through Education Engagement

ADSUM Partnership



1 water project (well) across 1 village

250

Beneficiaries

50

Households

Accreditations / Partners

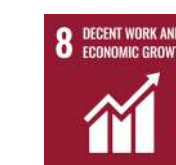


INVESTORS IN PEOPLE™
We invest in people Gold

INVESTORS IN PEOPLE™
We invest in wellbeing Silver



Sustainable Development Goals



Decent Work & Economic Growth



Quality Education

PLANET PILLAR PROGRESS

We aim to reduce our energy and GHG emissions, achieving net zero in scopes 1 and 2 by 2030 and across our full value chain by 2040.

Planet Champions



Michael Heron
ESG Lead



Danielle Gillespie
Design Project Director

Progress towards 2025 goals



Energy & Emissions



Scope 1 and 2 emissions remain low due to green electricity and biofuel

Green House Gas (GHG) Emissions Breakdown

- Scope 1 12.5%
- Scope 2 3.0%
- Scope 3 84.5%

PPN06 Carbon Reduction Plan

Carbon emissions reduced by **35%** since base year of **2022** across **Scope 1, 2 & 3.**



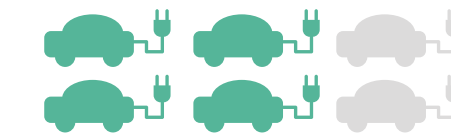
75% of our projects are powered by green electricity contracts

5% of projects powered by diesel

Environmental Sustainability Training

Environmental sustainability training – **multiple** staff trained on topics such as:

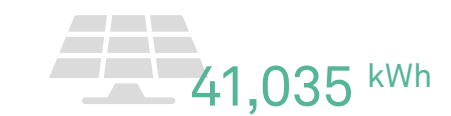
- ISEP Practitioner Cert in Environmental Management
- EPD Training Internal & External stakeholders



72% of our fleet is hybrid / electric



95% of projects are powered by HVO fuel



41,035 kWh of electricity was generated by HQ Solar Panels



85% of projects have energy saving Eco Cabins installed

Sustainable Resource Use

Waste Breakdown



14,872 M³ Excavated material reused on site

99% Waste Diversion from landfill

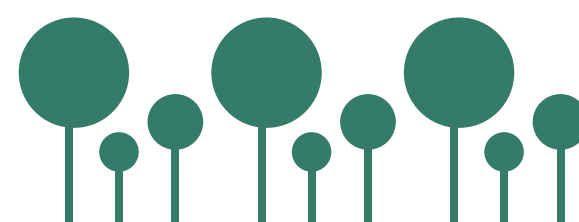
Water Usage **16,789.13 M³**

7% reduction from 2024

Accreditations / Partners



Nature & Land



3 Ecology surveys completed in **2025**



8 Bat boxes installed in **2025**



11 Bird boxes installed in **2025**



8 Pollinator enhancing initiatives

Sustainable Development Goals



Climate Action



Responsible Consumption & Production

PLACE PILLAR PROGRESS

Constructing buildings that enhance and provide a sense of place within a community, is a valuable contribution to society and one we're proud of at Gilbert-Ash.

Whether we do this through the construction of buildings where education can thrive or health can be nurtured; or construction of landmark projects that create stunning focal points in our cities; or residential projects that provide safe and desirable homes; doing it with care is at the heart of how we work at Gilbert-Ash.

Place Champions



Ciaran Begley
Project Director



John Davis
Project Director

Progress towards 2025 goals



Protecting Heritage & Architecture

“We thrive on projects where heritage and outstanding architecture are key features. We understand the importance of these projects and continue to prioritise these in our work portfolio, mindful of the valuable contribution we can make to creating beautiful places that celebrate culture in its many forms.”

Theatr Clwyd Refurbishment

Theatr Clwyd is a Grade II listed post-war civic arts and theatre building, designed by R.W. Harvey and opened in 1976. It is recognised as a highly intact example of modern theatre design. This project reunited the team with renowned architect Haworth Tompkins, following successful previous collaboration on the Stirling Prize-winning Everyman Theatre in Liverpool. Given the building's historic significance efforts focused on maintaining key architectural features, including the ceiling finishes and the Moodance Theatre wall, which were carefully repaired and reinstated to retain their original character. Throughout the project we worked to ensure that the building's historic integrity was maintained while upgrading functionality and performance standards.

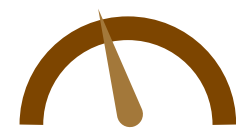
The scope of works involved the complex redevelopment of the entire existing theatre building, including complete strip-out to shell and core, refurbishment and remodelling, and the new build construction of a timber foyer extension to the front and carpentry workshop to the rear. Works include new MEP systems, windows, roof coverings, fit out and theatre technical systems. The highly sustainable building is targeting BREEAM Refurb 2014 'Very Good'.

Hub by Premier Inn Snow Hill

Snow Hill comprised the sensitive change of use of the Grade II listed former City of London Police Station into a 211-bed hub by Premier Inn hotel, completed in 2025. Recognised for its special architectural and historic interest, the building required a carefully considered approach to ensure its heritage significance was fully respected and preserved. Much of the original building fabric and character has been conserved, including the retention of the principal historic façade, the entrance foyer, the main staircase, and the original Reading Room, all of which contribute to the building's civic and institutional identity. The central atrium has been repurposed as a gallery and exhibition space, providing a permanent setting to interpret and celebrate the history of the former police station and its role within the City of London. At first floor level, restaurant and café facilities have been thoughtfully integrated to animate the public realm, while remaining sympathetic to the scale, materials, and historic character of the listed structure.

Alongside the heritage-led restoration, the project has been designed to achieve BREEAM Outstanding, demonstrating that high levels of environmental performance can be delivered within a listed building through careful design and reuse of existing fabric.

Being a Good Citizen



42

is the company average CCS score



23

Charity partners



3027

hours dedicated to community initiatives

453

Employee Volunteer Hours

Accreditations / Partners



We have completed 7 BREEAM jobs



9

Jobs PC in 2025

15

Number of CCS Visits

Sustainable Development Goals



Sustainable Cities & Communities

PROFIT PILLAR PROGRESS

Profit is an imperative for any business, but *how* we generate our profits at Gilbert-Ash is of the utmost importance ensuring our efforts are underpinned by principles of fairness, sustainability and equity.

Profit Champions

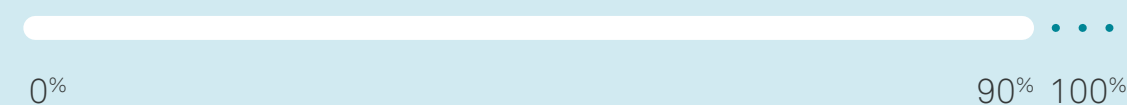


Claire McGeary
Purchasing Manager



Lyndon Park
Senior Contracts Surveyor

Progress towards 2025 goals



Sustainable Procurement

70

new **Suppliers** added to our approved list in 2025

100%

of all timber used across our projects comes from **FSC / PEFC Accredited Suppliers**

100%

All steel procured is **100% recycled**

180

Supply chain members are accredited with **ISO 14001**

40%

of supply chain provides **EPD certificates**

Circular Economy

Community wood recycling

77.2t

rescued from the waste stream

61.1t Recycled

16.1t Reused

38t CO2 emission savings

0.8 Paid jobs created

1.3 People trained

Creating Meaningful Jobs



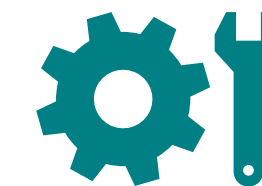
235

Work packages awarded to



5151

orders awarded across



177

sub-contractors in 2025



449

suppliers in 2025

Sustainable Development Goals



Decent Work & Economic Growth



£220m

Company Turnover

£100,715

Community Investment & Charitable Donations

23 Charities

BEHIND THE NUMBERS

In the interests of brevity and clarity, we've focused this report on the outputs, facts and numbers which tell only part of our ESG story. For those who would like to know a little more, take a look behind the numbers.

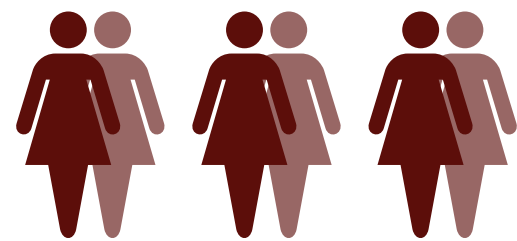
CCS



Gilbert-Ash is a CCS Contractor Partner, meaning that all our projects are registered with the CCS scheme. This partnership further strengthens our impact in the communities we build and after just a year, we are delighted that our average score sits at **42**.

SistersIN

We are very proud of our **Platinum Partnership with SistersIN**, where **three** of our female Managers have had the opportunity to mentor **three** young female students - leaders of the future. This programme has been rolled out across **18 schools** and it is designed to build leadership capability and confidence in the students, using mentoring to empower and develop leadership skills. It also benefits our employees (mentors) as well as directly supporting the communities (mentees) where we work.



3 of our female employees are mentors to **3** female leaders with **SistersIN**



Double Materiality Assessment (DMA)

Finally, in 2025, we completed our **double materiality assessment (DMA)** in accordance with the European Sustainability Reporting Standards (ESRS). The DMA process enables us to assess how sustainability issues impact our financial performance (financial materiality), and also how our operations affect society and the environment (impact materiality). By considering both financial and impact materiality, we aim to provide a more comprehensive assessment of our sustainability performance, and increasing our resilience. The double materiality process involves mapping our value chain and stakeholders; identifying impacts, risks and opportunities (IRO); engaging with stakeholders to assess what matters to them and analysing the financial implications of our IROs, resulting in a visual representation of our most material issues. Having now completed this process, in 2026 we will use the results to review our ESG strategy and update our goals in line with the most material topics for the business and its stakeholders.

CREDIBILITY AND RAISING THE BAR

Whilst it's certainly not all about the accolades, we believe external recognition is very beneficial and as we continue on our diversity and inclusion journey, we have widened our targets beyond gender to ensure our workforce is a neurodiverse and multi-generational space.

Looking more holistically at corporate responsibility and sustainability, recognition in **The Sunday Times Best Places to Work** reflects our commitment to creating a supportive, inclusive and high-performing workplace. It affirms that our people-centred culture, built on wellbeing, being an employer of choice, engagement and ethical workforce practices is making a difference across Gilbert-Ash. This independent validation strengthens our social sustainability performance and highlights our dedication to being a responsible and forward-looking employer.

In 2025 we scored at Bronze level in **EcoVadis**, as this benchmark has been raised. We have a clear goal to return to silver status in 2026 by addressing identified areas for improvement and raising the bar across all areas.

We are committed to improving our practices to **combat modern slavery and human trafficking** in our business and our supply chain. We have controls in place to ensure we take appropriate action whenever any concerns are raised.

SDG PROGRESS

We're tracking our progress against the five priority SDG's we've aligned our ESG strategy with and are on track with all 5, currently sitting at **85%** towards our 2025 milestones.



Decent Work & Economic Growth



Quality Education



Climate Action

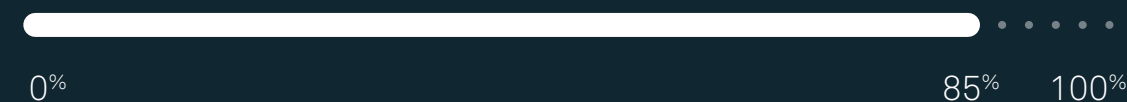


Responsible Consumption & Production



Sustainable Cities & Communities

Progress towards 2025 goals



LOOKING AHEAD – WHAT'S NEXT?



Finbarr McMeel
Technical Director

At the end of 2025, we had achieved **85%** of our 2025 goals. Where we fell behind, these goals will be carried forward as we redouble our efforts to focus on these areas in 2026 and 2027. Some areas are more challenging than others and we've identified three key priorities **for 2026 / 2027**:



- Continue with targeted supply chain engagement and upskilling as we shine a spotlight on **sustainable procurement** practices.



- Focusing on **ethics and transparency** with a clear policy, annual reporting and a supported roll-out across the company and sub-contractors.

“

Gilbert-Ash continue to be passionate about our impact on our **people** and **planet** through **innovation, collaboration** and **determination**. ”