



Sustainability Policy

Department	BIDS	Ref No.:	PO/04/14
Authorised By	EC	Revision	2
Date Published	27/07/26	Date Last Reviewed	23/07/2026

1. Introduction

Lindum Group is committed to operating as a genuinely sustainable business. Sustainability is not a secondary concern; it is integral to how we operate and informs the way we plan, design and build. Modelled on the three pillars of sustainability (environment, social and economic), Lindum Group commits to operating in a manner that meets the needs of the present without compromising the ability of the future generation to meet their own needs.

This Policy outlines how we manage and promote sustainability within our business. It reflects our obligations under applicable legislation, our commitment to clients, employees and the communities in which we work, and our ambition to continually integrate practical, measurable environmental and social value into how we operate and build.

2. Scope

This policy relates to all employees, subcontractors and supply chain partners operating for or on behalf of Lindum Group. It applies to all activities carried out on our own premises, on client sites, and activities within our commercial

3. Policy Commitments

Lindum Group's approach is structured around the three interconnected pillars of sustainability. These pillars are not considered in isolation but are complementary lenses through which every decision should be evaluated.

3.1. Environmental Sustainability

Protecting natural systems and enhancing biodiversity, without forgoing economic and social progress.

- Gradually eliminating fossil fuel usage across the operations within our direct control and supporting the same transition across our value chain.
- Eliminating operational emissions in accordance with science-based approaches, contributing to the UK Government's Net Zero by 2050 target. Our Net Zero ambition and strategy are detailed in our Carbon Reduction Plan which is publicly available.
- Minimising waste in all forms and integrating circular economy principles into every aspect of our operation to optimise resource use.
- Safeguarding water quality and ensuring its efficient use.
- Delivering low-carbon outcomes and biodiversity net gain across projects, where technically and commercially feasible

3.2. Economic Sustainability

Responsible management of resources to generate long-term value for the business and our clients.



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We are committed to:

- Reducing needless consumption and improving productivity.
- Minimising raw material input through design and efficient material use
- Minimising energy use and maximising renewable self-generation.
- Exploring innovation and development that strengthens long-term resilience.
- Investing to secure long-term returns for the business and its stakeholders

3.3. Social Sustainability

Maximising the wellbeing of stakeholders (Employees, Clients, and Community) without affecting the ability of future generations to do the same.

We are committed to:

- Providing rewarding work in a fair & inclusive environment.
- Delivering buildings & services with positive outcomes for clients, occupiers, society & the environment.
- Developing mutually beneficial relationships with our supply chain partners.
- Creating social value within the communities we work in.

4. Approach

Lindum Group's approach to maintaining a sustainable business is threefold:

- **Promotion** – Educate and inform Directors, Managers, Supervisors and Team members into the advantages and expectations for sustainability in our business.
- **Integration** – Internalise sustainable thinking, into everyday management thinking and decision making.
- **Focus** – Four teams, comprising a range of internal specialists, collaborate to innovate and attain improvements in specific aspects of sustainability; 'What we deliver' (materials and systems), 'How we deliver it' (systems, methods and environment), 'Where we work' (buildings and environment) and 'How we report (performance, policy and accreditation).

5. Implementations

- The Group Sustainability Team, reporting to the Executive Board, meets formally twice a year to monitor compliance, review performance and establish policy to ensure we secure continual improvement across all activities.
- A role of Group Sustainability Coordinator, responsible for the promotion and coordination of sustainability across the whole business has been established in the business. This dedicated position facilitates the four 'specialist' teams, supports the Group Sustainability Team, identifies market innovation and evaluates progress towards comprehensive business sustainability.



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6. Communication and Training

This policy will be communicated to employees and made available to relevant stakeholders, subcontractors and supply chain partners. Training, briefings and engagement activities will be used where appropriate to support understanding and consistent implementation.

7. Review

This policy shall be reviewed annually, or sooner where required, to reflect changes in legislation, business priorities, employee needs, client requirements and sustainability best practice.

Related Documents:

PO/04/13 Social Value Policy