

At Galliford Try, we are committed to protecting and enhancing biodiversity, supporting ecosystem health and contributing to nature recovery. We recognise that healthy ecosystems are fundamental to resilient communities, sustainable development and long-term business success. We acknowledge the potential impacts of our operations and projects on biodiversity and are committed to avoiding, minimising and mitigating adverse impacts while seeking opportunities to deliver measurable biodiversity enhancements and positive environmental outcomes throughout the project lifecycle.

We deliver on this commitment by:

- ◆ Considering biodiversity and ecosystem impacts when planning, designing and delivering projects.
- ◆ Assessing and managing biodiversity risks and opportunities through project specific environmental risk assessments in accordance with Galliford Try's environmental management system.
- ◆ Conducting habitat and protected species surveys as identified by The Conservation of Habitat and Species Regulations.
- ◆ Minimising negative impacts on biodiversity through compliance with our legal obligations and careful site management.
- ◆ Seeking opportunities to protect and restore biodiversity, supporting ecosystem health and contributing to nature recovery through our operations, projects and supply chain activities.
- ◆ Supporting the delivery of Biodiversity Net Gain requirements and seeking opportunities to leave a measurable positive legacy for biodiversity.
- ◆ Identifying, implementing and monitoring biodiversity enhancement opportunities wherever reasonably practicable.
- ◆ Working with our supply chain partners to minimise impacts on biodiversity and identify opportunities to contribute to positive biodiversity outcomes.
- ◆ Engaging specialist ecological and biodiversity experts and/or local and national conservation agencies on project specific biodiversity initiatives, as appropriate.
- ◆ Ensuring employees and subcontractors are equipped with the training and skills they need to deliver compliance with this Policy.

Overall responsibility for biodiversity and this Policy rests with the Executive Board. The Executive Board discharges this responsibility through the Divisional Directors who are responsible for the implementation of this Policy.

This Policy statement applies to all companies within Galliford Try Holdings Plc and is available to all employees via our intranet-based business management system. The policy is also made publicly available on our website. The contents of this Policy will be reviewed and updated as necessary on at least an annual basis.

Signed for and on behalf of the Executive Board:



Bill Hocking
Chief Executive
Galliford Try Holdings plc

Reviewed: July 2026
Next Review: July 2027