Sustainability Policy

Revision History

Revision	Detail of Change	Pages	Changed By	Date
1	Annual review and update into standard policy template	1	Phil Tompkins	3 Jul 2026

Operating sustainably is the right thing to do because it engages our employees, benefits communities and the environment, and makes us more efficient. It also helps us win work and remains an integral part of our updated strategy, and at the core of how we deliver stakeholder value.

Overall responsibility for sustainability and this Policy rests with the Executive Board. Executive Board oversight is maintained through a dedicated ESG Committee which meets four times a year and is chaired by the Chief Financial Officer. The Committee comprises the Director of Sustainability, and senior representatives from our operating divisions and relevant support services functions, including Supply Chain, Low Carbon Construction, Environmental, Communities and Social Value, Human Resources, and Pre-construction.

We deliver our commitment to sustainability by:

- Understanding the priorities of our key stakeholders and developing a sustainability approach that is informed by their priorities.
- Aligning our sustainability approach to six fundamental pillars: – Environment and Climate Change, Clients, Communities, People, Health and Safety and our Supply Chain and defining a long-term ambition, together with appropriate performance measures and targets, for each pillar.
- Publicly reporting on our sustainability performance through our website and the Galliford Try Annual Report.
- Engaging with relevant external accreditation bodies and ESG ratings agencies, including ISO, Considerate Constructors Scheme, CDP, Green Economy Mark, MSCI, and ISS-ESG.
- Maintaining appropriate governance over sustainability data that is publicly reported, including the use of independent verification of data where necessary.
- Working collaboratively with our clients and supply chain to ensure that we support each other in delivering on our respective sustainability targets.
- Ensuring compliance with all relevant legislation, including the Public Services (Social Value) Act 2012 and Modern Slavery Act (2015), and keeping informed of sustainability best practice by engaging with relevant external bodies and participating in industry forums.
- Providing internal forums for sharing best practice and developing sustainability initiatives.

This Policy statement applies to the whole Galliford Try Group 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 Galliford Try:

Bill Hocking
Chief Executive
Galliford Try Holdings Plc

Reviewed: July 2026
Next Review: July 2027