

HAM BAKER ENGINEERING LIMITED

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ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

Registered number: 14490704

HAM BAKER ENGINEERING LIMITED

Section 172 Companies Act 2006

Section 172(1) of the Companies Act 2006 imposes a general duty on every company director to act, in good faith, in the way they consider would be most likely to promote the success of the Company for the benefit of its shareholders, while taking into account how the Company's activities and Board decisions will affect its stakeholders. This statement explains how the Company's Board complies with its obligations under s172 and is integrated, and consistent with that disclosed in the consolidated Galliford Try Holdings plc's ("the Group") annual report for the year ended 30 June 2025.

The Company recognises the importance of its stakeholders' views and actively engages with them, proactively considering their interests in the decisions we make and the sustainability objectives we have set ourselves.

Employees

We use the following mechanisms to outline our approach to employee priorities and gather feedback on our interactions:

- Engagement through the Group's Employee Forum; staff inductions with members of the Group's Executive Board present; Group's CEO roadshow; Group annual Graduate Welcome event, director site and office visits; Performance Development Reviews/one-to-ones and town halls.
- Wider communication tools such as emails, videos, webcasts, while also monitoring various metrics such as employee churn, sickness leave and wider health and safety KPI's.
- Independent support such as access to our Employee Assistance Programme and whistleblowing hotline.
- Encouraging and analysing independent employee feedback via employee surveys or external sites.

Clients

Satisfied clients are essential for a sustainable and profitable business. We use the following mechanisms to outline our approach to client priorities and gather feedback on our interactions:

- Direct engagement through face-to-face, video or telephone client meetings; high-quality bid submissions, contract negotiation and management; client satisfaction surveys; site tours; business development activities such as attendance at exhibitions and Meet the Buyer events.
- Indirect engagement such as project reports, marketing materials, an up-to-date website, press coverage and engaging in social media.

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- Project performance feedback.

Supply chain

We rely on suppliers to deliver our principal activities. We use the following mechanisms to outline our approach to supply chain priorities and gather feedback on our interactions:

- Direct engagement through Meet the Buyer events; workshops; face-to-face, video or telephone meetings; contract negotiation and management and toolbox talks.
- Creating mutually-beneficial relationships through our Advantage through Alignment programme.
- Indirect engagement such as via trade associations, project reports, an up-to-date website, press coverage, engaging in social media and involvement in the Considerate Constructors Scheme.

Shareholders

We must act in the interests of our shareholders to maintain the capital needed to fund our activities.

Communities

Through our principal activities, we serve the local communities and meet the needs of local groups, which is key to ensure we continue to be chosen as a partner of choice to carry out their needs.

- Direct engagement such as through our membership of the Considerate Constructors Scheme, local newsletters, town hall meetings and exhibitions, school and college visits, site tours, Open Doors and local community engagement plans.
- Indirect engagement such as an up-to-date website, press coverage and engaging in social media.

Standards of business conduct

The Board is acutely aware of the need to maintain high standards of business conduct. The Galliford Try Holdings plc group has a strong ethical culture, underpinned by our values, policies and our Code of Conduct, all of which are endorsed by the Board. The Code of Conduct sets out the ethical standards everyone in Galliford Try must adhere to and provides a framework to ensure we always behave in a way that reflects our values. The Group also has specific policies and procedures to prevent bribery and corruption, as described on page 43 of the Group's annual report for the year ended 30 June 2025.

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Environmental impact

The Company's environmental impact is integrated with and forms part of the wider Galliford Try Holdings plc group impact, details of which can be found on the Group's annual report which is publicly available.

Principal risks, uncertainties and key performance indicators

From the perspective of the Company, the principal risks and uncertainties are integrated with those of the Galliford Try Holdings plc group and are not managed separately. These are discussed within the Group's annual report.