

Sustainability Policy

Scope

This policy outlines ODGroup's (including ODProjects (Holdings), ODCreate & ODInteriors) commitment to follow and promote sustainable practices to generate a positive environmental and social impact and to help our clients and supply chain to do the same.

Overall Objectives

- To operate in a manner that reduces the use of finite natural resources
- To optimise building performance through efficient products and technologies
- To foster innovations and creative solutions for our clients, communities and our planet
- To leave a positive legacy through our projects and operations

We are working towards achieving the above through the following:

Carbon Footprint

- Invest in technology to monitor sustainability performance
- Collect data to measure our direct and indirect carbon emissions
- Identify opportunities to reduce our carbon footprint
- Educate employees, and supply chain to increase carbon literacy
- Promote awareness of the effects of climate change, the environmental impact of the construction industry and national initiatives to address global warming.

Waste & Resource Efficiency

- Introduce, monitor and report against diversion from landfill and recycling targets
- Promote the waste hierarchy throughout our operations
- Identify opportunities to reduce waste through the repurposing and reuse of materials and products
- Collaborate with our supply chain to identify and implement circular economy opportunities

Environmental Impact

- Identify environmental aspects and impacts through analysis of ODGroup business operations
- Communicate with our employees so they are fully aware of our commitment
- Communicate sustainability and environmental targets to on-site operatives
- Manage environmental risks and prevent pollution in compliance with legislation
- Monitor our operational impact upon local ecosystems to preserve and restore biodiversity
- Demonstrate leadership and alignment with industry leading standards through sustainable approaches to the design, construction and retrofit of buildings.

Sustainable Procurement

- Ensure all timber and timber-based materials are FSC/PEFC certified products
- Ensure all products are sustainability and ethically sourced in accordance with legislation
- Wherever applicable, source materials under a responsible sourcing certification scheme
- Champion the specification of materials with Environmental Product Declarations and recycled content

Social Impact

- Create employment opportunities within the communities that we work
- Provide opportunities for people to explore roles within the construction industry through work experience, internships and site manager academy
- Generate social value through community initiatives, volunteering, fundraising, education and leadership
- Utilise systems and reporting to understand the diversity of SMEs and minority owned businesses within our supply chain

Arrangements

ODGroup aims to achieve the above through our Business Management System that has been certified to ISO 14001:2015 standard. We will reach these aims by:

- Identifying, managing and communicating aspects in order to reduce the impact of our activities
- Identifying laws and regulations that are applicable to our work activities.
- Promoting sustainable initiatives for social and environmental impact
- Ensuring our employees have the correct skills and knowledge to minimise damage to the environment
- Setting yearly targets to drive continual improvement
- Developing a culture that promotes an awareness of environmental and social impacts and sustainable best practices
- Ensuring our employees have the correct information, instruction and training to minimise the impact on the environment.
- Consistently reviewing practices

Responsibilities

- It is the responsibility of the Managing Director to review, approve and achieve this policy's aims
- It is the responsibility of Senior Management to ensure our objectives are achieved
- It is the responsibility of the Head of Sustainability to ensure the environmental processes needed for the Business Management System are established, implemented, maintained and reviewed as well as report, on the performance and any improvements needed
- It is the responsibility of the Head of Sustainability to establish, implement, monitor and review strategies and processes which align with the objectives of this policy.
- It is the responsibility of all Managers to implement and enforce the processes and procedures defined in the Management System
- It is the responsibility of all employees to comply with this policy and company procedures



Jon Kearney
Managing Director

Date: 3rd October 2025