

Environment Social Governance (ESG) Policy

The APEM Group has a strong set of Environment, Social and corporate Governance (ESG) values which guides the way APEM Group runs its business and forms the basis of this policy. This policy and our ESG values consider how we support our employees, work with suppliers and clients, interact with communities, manage our environmental impacts and how the business is governed. As such, the APEM Group has set in place a detailed and ambitious ESG action plan with continual improvement targets to help us advance this ESG policy. Employee representatives across all divisions and entities help drive this ESG plan both internally and externally. We will work with stakeholders to continually improve our actions in this area. This policy is underpinned by the Sustainable Development Goals (SDGs) advanced in the United Nation's 2030 Agenda for Sustainable Development.

Environmental Responsibility

The nature of APEM Group's business and the drive of our employees, means we are continually improving our environmental agenda and monitoring and measuring our successes in this area. The APEM Group has set in place ambitious environmental targets to reduce its work-related water, waste, energy usage and air emissions. Central to our work is the appropriate management and enhancement of biodiversity in our projects.

We work with our employees, clients and suppliers/ contractors to reduce all potential environmental impacts of our services. These consider greenhouse gas (GHG) emissions from both Scope 1 (direct) and Scope 2 (indirect) emissions as well as Scope 3 (indirect upstream & downstream) emissions such as business travel (e.g., car, planes), commuting, home working or purchased/leased assets.

Social Responsibility

APEM Group is committed to supporting its employees and its communities. APEM Group develops diverse, equitable, inclusive staff with the skills and knowledge necessary for safe and effective job performance. APEM Group regards training as an investment that contributes directly towards improving individual and business performance. APEM Group is accredited for adhering to the Investors in People standard and in 2023 committed to adopting the Real Living Wage or equivalent across all territories where it operates.

The Group places a strong emphasis on community. In 2023, a new volunteering programme was introduced, which provides a paid-day release for all 500+ staff to volunteer for a not-for-profit. APEM Group also matches funds raised by staff participating in charitable activities. APEM Group supports various local initiatives including litter-picking activities; runs a purpose-made litter collection boat in NW England; and provides various supports to charities.

APEM Group seeks to safeguard the interests of those outside the organisation through a commitment to sustainable and ethical procurement. Suppliers and sub-contractors are suitably screened for quality and standards. Our quality management system means our clients have opportunity to feedback to allow for continual improvement of our services.

Governance Responsibility

The business drivers for the APEM Group are weighted on ethical, resilient and responsible Governance. Growth and performance are balanced with strong business ethics and measured actions to reduce exposure to risk. We are committed to high standards of health and safety and recognise our responsibility to provide safe working conditions for APEM staff and which minimise the impact on others. Our commitment to training and development supports governance compliance. We also have in place robust Data & Cyber Protection Protocols. The Group's processes and practices incorporate these values into decisions appropriately and form an integral part of this ESG policy.

It is the responsibility of all APEM Group employees to comply with this policy and to report concerns. APEM Group prohibits any form of retaliation for the reporting of such matters.

All staff will be made aware of this statement as part of their induction on appointment and subsequent on-going training. This policy is communicated and published on the company website for all interested parties.

Reference	Version	Date released	Approved by
T1-GP-006	1	20/11/2023	Leah McGimpsey APEM Group Chief Executive Officer
This policy is communicated and published on the company website for all interested parties.			
This policy is subject to periodic review and change to ensure it remains valid. The review period is annotated within the Version Control section, or the policy may be reviewed prior to this date when prompted by context, such as developments in legislation, industry practice, or the organisation. This Policy has been Equality Impact Assessed and no adverse impact has been identified.			