



winvic
DOING IT RIGHT.
FOR A SUSTAINABLE FUTURE



SUSTAINABILITY & ESG STRATEGY

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OUR PURPOSE

We are guided by our 'Doing It Right' ethos and The Winvic Way values as we thrive as an industry leading contractor, delivering construction and civil engineering projects for our clients nationally within the Industrial, Civils & Infrastructure and Multi-room sectors.

We understand that as a business, we can play a pivotal role in delivering long term, sustainable value that contributes to meeting the economic, environmental, and social wellbeing needs of the communities in which we live and work.

As well as protecting the planet for future generations, sustainability is essential to securing the future of our business. We encourage all Winvic employees - and our supply chain partners - to adopt the 'Doing It Right' mindset and carry out their roles and day-to-day activities in a way which embodies 'The Winvic Way' culture.



SOCIAL
ENVIRONMENTAL
ECONOMIC

OUR SUSTAINABILITY VISION

We want to raise the bar for delivering sustainable buildings and infrastructure for our clients, while also leaving a lasting positive, social, environmental and economic legacy.

The transition to a Net Zero carbon built environment will have social and economic impacts, which is why we are committed to supporting a 'just transition'. Our Sustainability Strategy, Sustainable Procurement Framework (SPF) and Sustainability, Environmental and Corporate Social Responsibility (CSR) policies are designed to make this shift towards an environmentally friendly economy fair and inclusive, aiming to enhance the lives and livelihoods of people and communities.



OUR VALUES

The core values underpinning everything we do are:



RESPECT



LOYALTY



HONESTY



PASSION:

PRIDE
TENACITY
DRIVE



CHALLENGING /
QUESTIONING



'The Winvic Way' means challenging ourselves to be better every day by Doing It Right for our people, clients and supply chain, as well as the environment and communities in which we live and work.

This has been our ethos since day one and is the guiding principle that drives our ongoing journey of sustainable success.

OUR APPROACH AND COMMITMENTS

We first established our Sustainability Strategy in 2020, using the pillars of People, Innovation, Planet and Community. These pillars give us a roadmap to work towards our sustainability goals. We recognise the importance of having a strategy that is aligned to our business goals and agile enough to be able to deliver against the evolving needs of our clients.

We update our Sustainability Strategy each year, building upon our progress, impact to date and lessons learned through a renewed roadmap.

Within each pillar, we introduce new targets, to help maximise positive environmental, social and economic outcomes and support the Global Sustainable Development Goals (SDGs), against which we measure our performance annually. Our strategy allows for the flexibility to review and adapt our targets each year in line with our business' and clients' evolving needs.

THE GLOBAL GOALS

For Sustainable Development



The KPIs for each of the sustainability goal areas are regularly monitored by the Sustainability Working Group and overseen through the Sustainability Governance structure, as outlined on page 22.



PEOPLE
Putting People First



INNOVATION
Leading Through Innovation



PLANET
Protecting The Planet



COMMUNITY
Partners In Communities



EMPLOYMENT / WELLBEING



PRODUCT SOLUTIONS



MATERIALS



WASTE AND BIODIVERSITY



ENERGY AND EMISSIONS



COMMUNITY

OUR COMMITMENT TO DECARBONISING OUR OPERATIONS AND VALUE CHAIN

Our approach to sustainability ensures an evolving best practice strategy across all our activities, extending beyond the construction projects we deliver, through our own business operations, and supporting our whole value chain to achieve their sustainable goals.

Since 2012, Winvic has been monitoring and measuring its Greenhouse Gas (GHG) emissions, committing to accountable and transparent carbon reporting which has been third-party certified. This is demonstrated by Winvic Construction achieving the Achilles Carbon Reduce Programme Certification in line with ISO 14064-1 annually since 2022, adding to a portfolio of ISO accreditations. This globally recognised, third-party verified certification is aligned with Science Based Target initiatives (SBTis) and industry best practice for

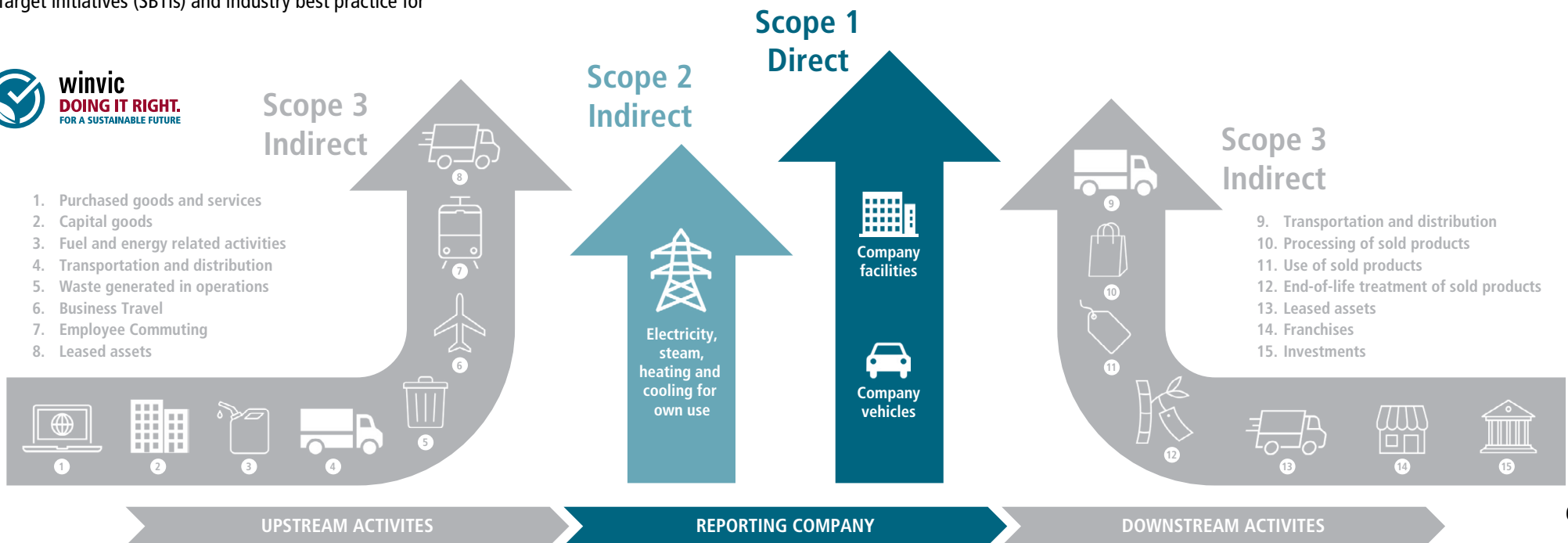
carbon emission measuring and reporting. The certification highlights our commitment to decarbonise our operations which has been reviewed and verified through the Toitū Carbon Reduce programme.

Each year we improve and progress our approach to carbon reporting by transitioning data collection methods to 'supplier-specific' and expanding the Scope 3 sub-categories we include. This allows us to better understand the extent of our upstream and downstream emissions.

Scope 3 will be our largest emission source, and we recognise the important role we play in influencing emission reductions within our supply chain and among our clients.

This strategy identifies the key areas where we will concentrate our efforts to achieve our ambition of decarbonising our operations. Currently, we are reassessing our baseline operational carbon footprint and will set targets aligned with Science Based Targets initiatives (SBTi). By 2025, Winvic will become a carbon neutral business.

This strategy outlines our commitments to tackle both direct emissions (Scope 1 and 2) and indirect emissions linked to our business activities (Scope 3). To deliver sustainable buildings and infrastructure for our clients, we are committed to upskilling and strengthening our Green Supply Chain partnerships to achieve significant reductions in Scope 3 emissions (see further information on Page 13).





PROTECTING THE PLANET



ENERGY AND EMISSIONS

Protecting the planet by reducing our carbon footprint both during construction and throughout the lifetime of the buildings / assets we create for our clients.

OUR APPROACH AND COMMITMENTS:

- Reducing the amount of energy use and utilities consumption during construction.
- Minimising transport emissions and supporting or actively encouraging sustainable travel options.
- Considering the post-handover energy efficiency of the buildings / assets we create for our clients.
- Aiming to be Net Zero carbon with minimal or no carbon offsetting schemes.
- Working with our supply chain partners to accurately calculate our Scope 3 carbon emissions.

KEY PERFORMANCE INDICATORS	Achieved 2023	Target End of 2025	Target End of 2030
Reduction in normalised Scope 1 and Scope 2 carbon emissions (tonnes CO2e / £100k turnover)	6% reduction	15%	50%
Amount of electricity procured from green energy tariffs and renewable sources (offices and temporary site accommodation)	Offices - 100% Sites - 24%	Offices 100% Site - 40%	Offices 100% Site - 90%
Number of carbon reduction initiatives (e.g. provision of site power and solar panels on offices and temporary site accommodation)	4	6	7





PROTECTING THE PLANET



WASTE AND BIODIVERSITY

Minimising environmental impact by reducing / eliminating waste and maximising resource efficiency through circular thinking.

OUR APPROACH AND COMMITMENTS:

- ▶ Driving down our resource consumption and maximising reuse and recycling.
- ▶ Implementing modern methods of construction, modularisation and offsite construction.
- ▶ Collaborating with the whole supply chain to find more innovative ways to reduce waste, energy consumption and to enhance the natural environment.
- ▶ Enhancing local ecological habitats and working collaboratively with our clients to maximise Biodiversity Net Gain, wherever required.

KEY PERFORMANCE INDICATORS	Achieved 2023	Target End of 2025	Target End of 2030
% of waste diverted from landfill through re-use, recovery and recycling initiatives (average)	97%	98%	99%
No of waste reduction initiatives implemented (e.g. single use plastics, National Community Wood Recycling Partnership (NCWRP), Pallet Loop etc)	1	3	5
Enhancing biodiversity through site initiatives and local community projects during the construction phase* (cumulative)	5	15	30

* new KPI for 2023





A PROACTIVE APPROACH TO REDUCING CARBON EMISSIONS

Carbon reduction remains a key focus, and we're working tirelessly across every area of our business to not only deliver sustainable projects that exceed our client's expectation, but also to become a Net Zero Carbon business. We started measuring and externally certifying our operational carbon emissions in 2012 and successfully achieved year-on-year reductions, while growing employee numbers and onsite operations. Twelve years on, we have also achieved Achilles Carbon Reduce Programme Certification, which is a globally recognised, third-party verified scheme that is aligned with industry best practice and ISO 14064-1. Furthermore, our strategy directly supports seven of the United Nations' Global Sustainable Development Goals (SDGs).

Reporting operational data from all our sites and head office is part of the transparency required to gain such certification, but it also delivers insights which we can act upon, to take leaps in reducing our carbon footprint and following the pathway to Net Zero. Our approach is proactive and we are committed to open, honest and thorough reporting on the impact of our entire business. Feeding into this, we have now finished the first phase of calculating our supply chain partners' Scope 1, 2 and 3 GHG emissions, covering categories 1-9 for our top 65 suppliers, following the collection of primary data.

We focus on educating our teams and supply chain through communications, workshops, initiatives and training,

to drive awareness of energy use, environmental impacts and our progress - and much more. Our four Sustainability Strategy pillar working groups regularly meet to look at challenges in their pillar and examine innovative solutions. Their work and focused initiatives have helped us to exceed KPI targets.

For example, our Planet Group reviewed the waste on a completed scheme and explored innovative 'take-back' initiatives, along with new recycling opportunities within the supply chain. This included a successful pallet reuse initiative. Additional opportunities for improvement were discovered and we have rolled these out. One example is the reduction of waste and the recycling of packaging materials related to external cladding panels.





PROTECTING THE PLANET

Two key areas which contribute to a contractor's carbon footprint are fuel and business mileage, so we are proactively tackling these hotspots.

A virtual meeting first approach reduces the need for business travel but we also encourage car sharing and have cycle to work and Green Car Incentive schemes.

On our construction sites, our temporary site accommodation offers the lowest carbon footprint possible. The use of Photovoltaic (PV) solar panels and battery back-up generators have been rolled out across all our sites, plus we have switched to green energy tariffs and use alternative fuels and energy sources where available.

We promote a circular economy through reducing virgin resources, minimising waste and maximising resource efficiency. By working as one with our supply chain, we've maintained industry leading figures; over 98 per cent of our waste is diverted from landfill through re-use, recovery and recycling initiatives.

Through our partnerships with social enterprises and profit for purpose suppliers for waste and wood recycling, we are



98%+ WASTE DIVERTED FROM LANDFILL



"We focus on educating our teams and supply chain through communications, initiatives and training to drive awareness"

working collaboratively to meet both our recycled waste and community impact targets. You can read more about this on page 19.

Other initiatives being explored include looking at how we can reduce transportation and site deliveries. Methods include off site and modular construction to maximise structural efficiency, sourcing regenerated materials and those with higher recycled content, and using low-carbon and alternative concrete mixes, and onsite concrete batching.

Our Digital Strategy and our work to optimise operations, systems and processes works in tandem with our Sustainability Strategy. For example, by utilising Artificial Intelligence (AI) to measure recyclable waste volumes and to calculate embodied carbon within projects, we are able to work more efficiently.

We are also exploring Optical Character Recognition (OCR) technology to capture and process all data from delivery tickets and Goods Received Notes (GRNs).

Each year, we seek to improve the way we benchmark, monitor and report our sustainability KPIs to continuously reduce the impact of our sites and offices. Going forward, we will be focusing on more environmental initiatives to enhance Biodiversity Net Gain. For example planting wildflowers to encourage bee pollination, reusing wood waste to create and install bird boxes, bat boxes and bug hotels, and introducing Bioscapes to support a range of species by mirroring habitats chosen by species in the wild.



LEADING THROUGH INNOVATION



PRODUCT SOLUTIONS

Developing innovative and sustainable solutions to deliver quality, low carbon / net zero assets for our clients.

93%
EPC A/A+ ALL INDUSTRIAL

OUR APPROACH AND COMMITMENTS:

- ▶ Embedding low carbon principles into the way we estimate and design using whole-life principles.
- ▶ Integrating low carbon products and materials into the assets we deliver for our clients.
- ▶ Engaging our supply chain to identify and implement circular solutions.
- ▶ Promoting collaboration across the whole supply chain and incentivise low carbon outcomes, over the whole life of a project/asset.
- ▶ Using BIM collaboratively to calculate embodied carbon and reduce carbon emissions.

KEY PERFORMANCE INDICATORS	Achieved 2023	Target End of 2025	Target End of 2030
Carbon reduction measures / initiatives deployed on projects (Carbon saved in CO2/yr)	356,583 (battery back-up generator and grid connection)	400,000t	800,000t
Carbon Zero Buildings Delivered (cumulative)	14 Net Zero Carbon 6 Low Carbon	35	90
BIM led projects that provide carbon footprint efficiencies through design (cumulative)	32 completed and in progress	45	50
% of 'A' rated or better EPC buildings delivered (Industrial)	93% (Industrial)	95%	98%
Projects awarded BREEAM rating*	62%	75%	95%

*BREEAM applicable projects.





LEADING THROUGH INNOVATION



MATERIALS

Sourcing materials sustainably and ethically

OUR APPROACH AND COMMITMENTS:

- ▶ Encouraging the procurement of sustainable, renewable, or recycled materials and those requiring minimal transportation.
- ▶ Incorporating whole life cycle impacts of materials in procurement decisions.
- ▶ Collaborating with our supply chain to develop and procure lower carbon materials.
- ▶ Innovative design, procurement and construction methods to minimise material use and reduce embodied carbon.

KEY PERFORMANCE INDICATORS	Achieved 2023	Target End of 2025	Target End of 2030
% of procured materials to be from sustainable / ethical sources	41%	60%	80%
Supply chain engagement with Sustainable Procurement Framework	90%	100%	100%
Regeneration of site materials at the end of their service life (Carbon saved in CO2/yr)	42,528t	50,000t	75,000t
Sustainable Site Management - Increase use of sustainable / recycled materials on site	32%	40%	50%



BUILDING A SUSTAINABLE FUTURE

Winvic's reputation for impeccable green processes and delivery of low carbon and Net Zero Carbon schemes – that are in line with the UKGBC Framework - continues to grow. The UKGBC also selected Arun Thaneja, Technical Services and Sustainability Director, and Robbie Seal, Senior Sustainability Coordinator, to help shape its new guidance and join the working groups for its Carbon Offsetting and Pricing Project and Embodied Carbon Measuring & Reporting Project.

We have completed 16 Net Zero projects, and another 12 are underway – this comprises 3 civils and infrastructure schemes and 25 industrial projects, that total 40 individual facilities. We have also completed 6 Low Embodied carbon projects and have 5 more underway.

On every project we have met the carbon targets that have been set and we achieve this by working closely with our supply chain to drive down the carbon associated with procured materials and site activities. We realise our client's sustainability aims through a number of processes and measures across the areas of site set up, material and energy efficiencies, our Green Supply Chain and team education.



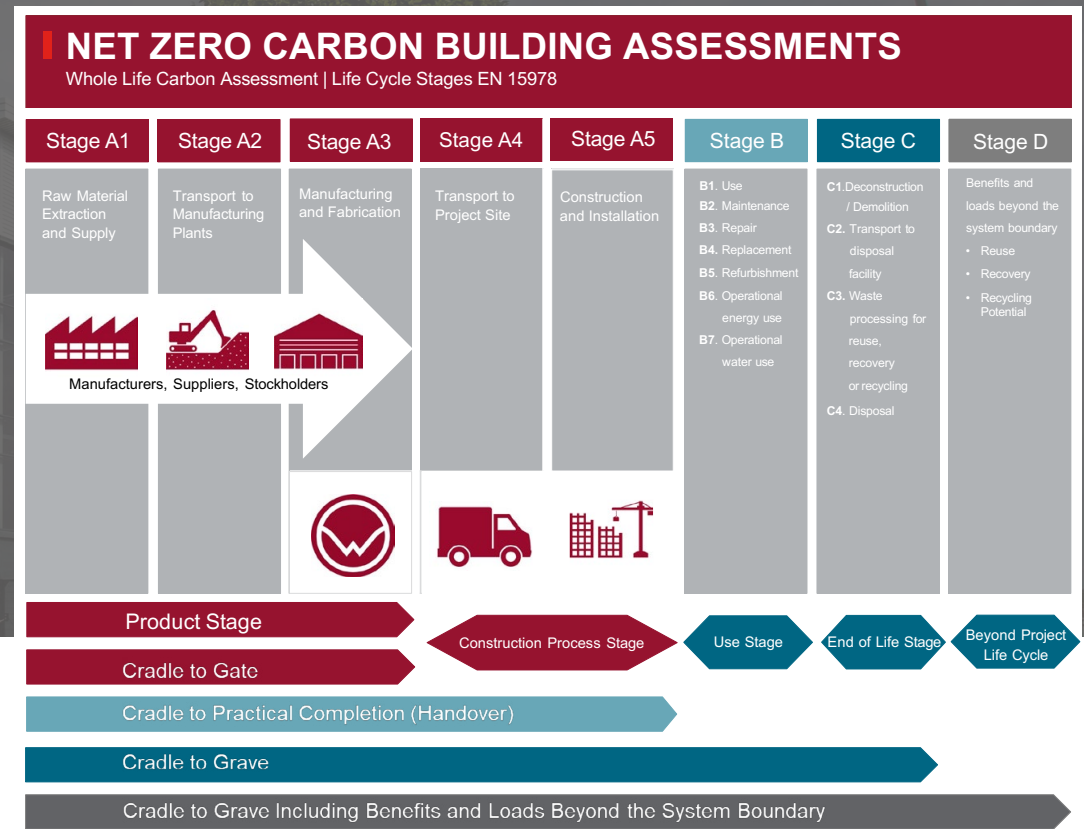
Our Sustainable Procurement Framework allows us to source materials more sustainably, ethically and where possible locally. Alongside this, we have a Green Supply Chain forum made up of suppliers whose carbon reduction is crucial to us achieving our Net Zero ambitions.

We have recently expanded the number of partners on this, continuing our focus on work packages that are carbon intensive, such as steel, concrete production and earthworks. In our Green Supply Chain workshops, we spend time upskilling and collaboratively exploring ways we can together drive down operational energy

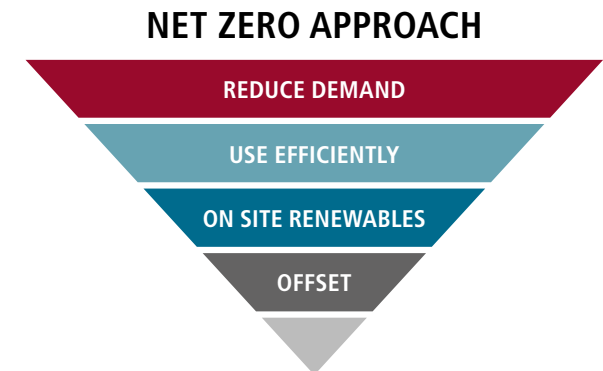
and embodied carbon emissions. For example, by procuring sustainable, renewable and recyclable materials and developing and investing in new, innovative, energy efficient and sustainable product solutions. The engagement of our supply chain is key to achieving both Winvic's and our clients' Net Zero goals. The ultimate goal is to have the lowest embodied carbon emissions throughout the Whole Life Cycle of a project.

Our in-house Sustainability Team works in partnership with our project teams, clients, consultants and supply chain, providing their expert knowledge and embedding sustainability into the full project lifecycle. We have always calculated the whole lifecycle of the development's carbon output end-to-end on projects, therefore measuring all earthworks, drainage and foundation works, not just the vertical build; we are able to assess approximately 97 per cent of a development's embodied carbon.

Furthermore, we calculate whole life embodied carbon across all of our industrial projects utilising a Life Cycle Assessment (LCA),



and we have also built our own database of Environmental Product Declarations (EPDs) and support our supply chain to undertake the EPD process. A LCA considers a variety of environmental indicators for materials, including the Global Warming Potential (GWP) or kgCO2 equivalent. We apply this to all areas of a project to gain assessments of each element and then combine to capture the overall impact of the development.



LEADING THROUGH INNOVATION

Our comprehensive approach to delivering Net Zero in construction and Net Zero in operational energy aligns with the UK Green Building Council (UKGBC) framework and methodology which supports the Royal Institution of Chartered Surveyors (RICS) Whole Life Carbon Assessments for the built environment. Until 2024, the UKGBC set the standard and process to ensure all data being audited is credible, verified by a third party and then publicly disclosed. We have delivered 2 Net Zero in operation projects during 2023.

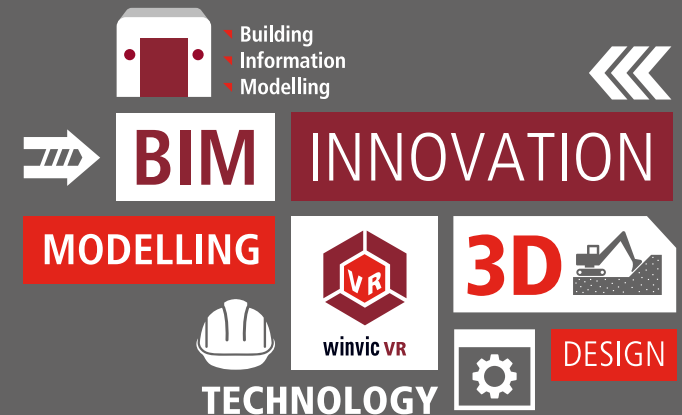
Using Building Information Modelling (BIM) during the project lifecycle enables a collaborative approach to the construction process. This offers efficiencies and gives developers and tenants the ability to assess and select more sustainable options to manage their assets. We have illustrated to our clients how using BIM to its fullest potential delivers tangible, end-to-end benefits from the pre-construction phase to post construction and occupation.

As we transition our projects to be lower in embodied carbon, we are promoting sustainable and recycled materials. For example, we are reducing the environmental impact of steel by working with our Green Supply Chain to procure Electric Arc Furnace (EAF) steel, which uses cleaner energy sources and recycled steel content, significantly reducing carbon emissions compared to the traditional blast furnace method that consumes fossil fuels and requires virgin iron ore.



Securing the engagement and commitment of both our clients and supply chain is enabling us to work collaboratively to develop a more sustainable future in construction.

As well as encouraging the procurement of materials created from sustainable, renewable, or recycled resources, we have set targets for carbon savings (tonnes) through the use of regenerated site materials. Leveraging Artificial Intelligence (AI), we measure recyclable waste volumes and calculate embodied carbon within projects, allowing us to operate more efficiently. Where possible, we are adapting earthworks methodologies to incorporate suitable materials found on site, such as recycled aggregates and materials from the demolition of existing structures, by crushing and grading all site won materials. This approach reduces the need to import virgin materials, leading to significant carbon reductions associated with processing and transportation.





PUTTING PEOPLE FIRST



EMPLOYMENT / WELLBEING

Ensuring Winvic is a happy, safe, healthy and inclusive place to work.

OUR APPROACH AND COMMITMENTS:

- Investing in our people to empower them to be best they can for both themselves and for Winvic.
- Cultivating a diverse workforce who are treated with respect and inclusivity.
- Always prioritising the health, safety and wellbeing of our employees, workforce and members of the public.

KEY PERFORMANCE INDICATORS	Achieved 2023	Target End of 2025	Target End of 2030
% employees on training / development programmes including apprenticeships, industry placements, charterships and bespoke leadership courses*	25%*	Maintain	Maintain
Accident Frequency Rate (AFR)	0.15	0.11	0.10
% mental health first aid trained staff	4%	5%	7%
Gender pay gap (median)	46%	44%	40%
% staff retention	86.3%	90%	Maintain
Number of wellbeing initiatives* (cumulative)	3	6	12

*2023 figure includes additional one-off programmes, therefore future targets are normalised



52,754

EMPLOYEE TRAINING HOURS



INVESTING IN OUR GREATEST ASSET

Our future success relies on our ability to attract, develop, and retain highly motivated, talented individuals who drive performance and excellence. By inspiring, educating, and empowering them to actively contribute to a sustainable built environment, we not only shape our future but also ensure a lasting, positive impact for generations to come.

Recognising that our people are our greatest asset, we prioritise their happiness and well-being, fostering an environment where everyone can thrive and achieve their full potential.



- ▶ **HAPPY**
- ▶ **SAFE**
- ▶ **HEALTHY**
- ▶ **INCLUSIVE**

Our Investors in People (IiP) status reflects our people management and development excellence and we aim to attract and develop an increasingly diverse and inclusive workforce.

We have multiple initiatives, which focus on areas such as staff retention, talent development and professional training, wellbeing, Gender Pay Gap and keeping people safe.

We empower people to achieve their full potential and all our employees receive tailored training and development; last year a total of **52,754** training hours were delivered and 9% of employees undertook bespoke leadership development initiatives.

We have also maintained a high level of employees on early years or 'earn and learn' programmes including apprenticeships and industry placements because we believe that real world experience is essential for those studying a construction related field; If the industry is to attract the best future minds, companies like us must help individuals to gain a head start. Naturally the number of people undertaking these types of training and development fluctuates each year in line with the needs of individuals and those of the business.

However, we go beyond the industry average of 5 per cent and aim to have a minimum of 13 per cent of employees in these roles.



Our investment in our people is complemented by a package of employee benefits and loyalty reward incentives, including a cycle to work scheme and the Pirkx health and wellbeing programme.

A third of our employees actively use the MyZone fitness programme and trackers provided by Winvic free of charge, through which over 3 million calories were burned by our employees in 2023. We promote active lifestyles through initiatives such as national walking month and on National Fitness Day 2023, our employees participated in a 24-hour fitness challenge that raised £30k for four different charities.

We are actively engaged in initiatives and events aimed at attracting and developing an increasingly diverse workforce. For many years, we have focused our efforts to encourage young people and women to learn about and enter the sector, promoting an environment which they can thrive, develop and progress. For example we have introduced an enhanced Maternity Pay Policy, which we hope will help us increase our already excellent retention rate and attract more female employees.

We have reduced the median Gender Pay Gap further, through our continued efforts to promote gender diversity and have equal progression opportunities - inclusive and accessible to all - through leadership development programmes.

Going forward, we predict our Gender Pay Gap figures are likely to be affected because we are attracting more women into our entry level schemes. Naturally, they are at the start of their careers and therefore in the lower quartiles. Nevertheless, our robust strategy will drive us towards achieving long-term, sustainable progress in closing our Gender Pay Gap.

Upholding an exemplar health and safety record is a key focus for Winvic, and we are proud to have maintained an industry leading Accident Frequency



Rate (AFR) and improved behavioural safety across the board through our Doing It Right cultural change programme. As part of this, we have also concentrated on wellbeing within our whole workforce. We exceeded our target for Mental Health First Aiders across our sites and offices – achieving 4 per cent, deliver awareness sessions to all our employees and signpost to useful resources and additional avenues of support.

Putting our people first and ensuring Winvic is a happy, safe, healthy and inclusive place to work enables us to consistently maintain an enviable staff retention rate.



4%
**TRAINED MENTAL
HEALTH FIRST AIDERS**

In 2023, also introduced a new Employee Volunteering Policy which also supports our Community Pillar focus and KPIs; you can read more about this on page 19.



PARTNERS IN COMMUNITIES



COMMUNITY

Benefitting local communities by delivering social value and creating a positive lasting legacy.

OUR APPROACH AND COMMITMENTS:

- ▶ Enhancing the economic, social, environmental and cultural wellbeing of the communities in which we work and live.
- ▶ Inspiring young people around the world of work and encouraging them to join the construction industry.
- ▶ Supporting VCSE and profit for purpose businesses to add more value to each pound we spend by making a positive impact on the world around us.
- ▶ Using a monitoring and reporting framework to set targets, forecast, monitor, report and enhance the social value we deliver.

KEY PERFORMANCE INDICATORS	Achieved 2023	Target End of 2025	Target End of 2030
No. voluntary hours per year donated to support local community projects and initiatives	325	800	Maintain
No. hours per year spent on engagement with education and curriculum enhancement activities including work experience and industry placements	3,898	5,000	Maintain
Average Considerate Constructors Scheme (CCS) scores. CCS is split out into two sections – core code (out of 45) and innovation points (out of 5)*	43 / 45 0.2 / 5	43 / 45 2 / 5	44 / 45 3 / 5
£ spend per year with Voluntary Community and Social Enterprises (VCSEs) and Profit for Purpose businesses within our supply chain	£1.2m	£1.25m	£1.5m

*innovation/best practice



ENSURING A JUST TRANSITION: SUPPORTING COMMUNITIES THROUGH CONSTRUCTION

A socially responsible ethos has been part of the Winvic Way since day one and our goals centre on enhancing the economic, social, environmental, and cultural wellbeing of local communities. We explore local needs and tailor our activities accordingly, which include employment and training opportunities, educating young people and supporting charities and community projects. Our team members volunteered 653 hours to community initiatives last year so we've increased our KPI targets for 2025 and 2030 and will therefore deliver even more benefits to people and communities. In 2023, we introduced a new Employee Volunteering Policy; this enables employees to volunteer their time and talents for a day to a recognised charity or not-for-profit organisations and still be paid to make a positive difference in their local communities.



43/45
AVERAGE CCS
SCORE IN 2023



6 VCSEs
AND PROFIT FOR PURPOSES
BUSINESSES SUPPORTED IN 2023

As a Considerate Constructors Scheme (CCS) Partner, we adhere to a code of best practice, which considers the needs of our workforce, the community and the environment. We have consistently exceeded the industry's average scores and exceeded our target average score in 2023, achieving 43/45. Also, 13 of our projects were awarded top scores across multiple visits plus four sites gained extra points for demonstrating innovation and best practice. We were recognised further in November 2023 when we won six CCS Leading Lights Awards in the Community Enrichment and Engagement, Environment Enhancement and Energy Efficiency categories.

On a project level, we work in collaboration with clients, local authorities, and their partners to effectively target our resources, making the greatest impact possible in communities with the greatest need. We create and tailor Project Social Value Plans which outline objectives and metrics that align with our clients ESG ambitions and reporting methodologies, which demonstrate the impact created.



We have also been supporting community aspirations by adding new Voluntary Community and Social Enterprises (VCSEs) and profit for purpose businesses to our supply chain. Together we are changing lives for the better while in some instances also saving resources and making a worthwhile contribution to the fight against climate change.

For example, Community Wood Recycling is a network of social enterprises, which collects waste wood from our projects while creating jobs, training and volunteering opportunities for



disadvantaged people and in 2023, across 5 pilot projects, 53.7 tonnes of wood was rescued from the waste stream; 27.0 tonnes of carbon was saved, 0.6 paid jobs were created and 0.9 people trained. Furthermore, one of our profit for purpose waste suppliers, donates its services to local authorities and communities and channels 100% of profits from our spend into supporting education, health services and projects, boosting community wellbeing, increasing biodiversity and diverting waste from landfill.

★★★ PARTNERS IN COMMUNITIES

Through educational engagement and curriculum enhancement activities, we inspire the next generation about construction industry roles and being part of building a sustainable future. Our strategic education outreach activity has allowed us to reach more young people than ever, opening their eyes to the range of careers available in the sector, and has led to numerous work experience and industry placements, which are components to qualifications such as NVQs and T Levels.

As well as role specific skills, we teach them about construction technology and innovation, like BIM digital design and Virtual Reality (VR), and how sustainability and environmental impacts are major aspects of project design and delivery.

In 2023, we delivered 546 hours of careers, curriculum support and STEM activity, supported 17 students undertaking T Levels and delivered five-to-six day Winvic Enrichment Programmes, plus CPD sessions to tutors. As part of this, we worked with four colleges to help young people to become work ready by giving them practical work experience and industry insights, which totalled over 1,500 hours of student enrichment and an additional 507 Winvic volunteering hours.



3,898 HRS
OF WORK
EXPERIENCE
AND PLACEMENTS



546 HRS
OF CAREERS
EDUCATION AND
STEM ACTIVITIES

This helped contribute to our highest ever work experience and placement delivery hours – 3,898! Real world experience is essential for construction students and we want to attract the best future minds.

Last year, we engaged 9,584 students, therefore, we increased our student engagement programme targets through to 2030 so we can give an even greater number of young people valuable hands-on lessons and academic study enhancement to boost their forthcoming careers.

Following the Enrichment Programme's success, we piloted a 7-week after school STEM club with Northampton Academy, which explores topics such as Building Information Modelling (BIM), and digital O&M (Operation & Maintenance) manuals, planning, quantity surveying, and environmental and project management.

10 Winvic employees are part of the STEM Ambassador Network in 2023 and through a partnership with our client SEGRO, five team members are working with students from schools and colleges with higher levels of need as mentors for a post-16 Programme created by social mobility charity Career Ready.



"I chose a T-Level because it provides real-life work experience and balances out what is taught in class and the real world. In my work placement with Winvic, as a Trainee Site Engineer, I thoroughly enjoyed improving my construction knowledge, it has also made me realise that this is the career I want to pursue in the future."

Mohammed Sammad, T-Level Placement Student
Construction Design, Surveying, and Planning

OUR SUSTAINABILITY ROADMAP



2012 - Started recording Winvic's operational carbon footprint for our head office

2019 - Started recording Winvic's operational carbon footprint for all our construction sites
2019 - Started measuring and reporting social value on projects

Launched Green Supply Chain
Delivered first Net Zero and EPC A+ rated industrial project

Started using battery back-up generators and alternative fuels
Launched business Digital Strategy

Set targets in line with SBTis

50 projects to be Net Zero*
subject to client specification

Working towards a circular economy

Winvic data collection for Scope 3 emissions (2nd/3rd phase supply chain)

Working towards a >50% reduction in Scope 3 emissions
50%

100%
Industrial and Multi-room projects to align with new Net Zero Carbon Building Standard

Measures to reduce emissions from fuel use across all sites



2001 - Setup a Sustainability Working Group
Established Winvic's Social Responsibility Strategy

2019 - Launched our Sustainability Strategy
Started working with first social enterprise

2020 - Started measuring embodied carbon across all industrial projects

Tenth year of reporting carbon footprint

2022 - EcoVadis Gold rating achieved
Launched updated Sustainability Strategy
Implemented strategy to reduce emissions from fuel use
Working with supply chain to measure scope 1, 2 and 3 emissions

Complete first Net Zero operational industrial project

Winvic data collection for Scope 3 emissions (1st phase supply chain)

Working towards PAS 2080:2023

ESG GOVERNANCE

Our Sustainability Strategy ensures we leave a lasting, positive legacy for the people we collaborate with, the communities we serve, and the world in which we operate. By partnering with our supply chain, customers, and communities to make responsible, sustainable choices, we can significantly enhance our environmental impact.

Since day one, our Doing It Right ethos and 'The Winvic Way' culture have been an intrinsic part of the way we do business and deliver our projects. These guiding principles are supported with a robust governance framework that drive our continued, sustainable success whilst ensuring accountability.

▼ Sustainability Pillars



The graphic displays four pillars: PEOPLE (with a group of people icon), INNOVATION (with a lightbulb icon), PLANET (with a globe and recycling icons), and COMMUNITY (with a truck, building, and leaf icon). A central text reads 'Happy, Safe Healthy and Inclusive.' Below the pillars, it states 'Economic, Social, Environmental and Cultural Wellbeing'.

GROUP BOARD

Winvic Group Ltd's Board is responsible for corporate governance, setting the practices, processes, values and rules by which the company is directed, guided and controlled.

CONSTRUCTION BOARD

Responsible for day-to-day leadership and operational management of the core business, Winvic Construction Ltd's Board develops and executes the company strategy and defines our construction priorities. Overseeing the status and progress of Winvic Construction and its objectives to ensure successful achievement of results.

SUSTAINABILITY LEADERSHIP TEAM

Our Sustainability Leadership Team is responsible for the development and delivery of Winvic's Sustainability Strategy. They review and monitor progress against the Strategy and ensure accountability at Board level. The team liaises closely with the Board and is in place to implement the business' strategic sustainability aims and priorities whilst being empowered to approve sustainability initiatives and innovation ideas brought forward through the pillar working groups.

SUSTAINABILITY TEAM

Our inhouse Sustainability Team is responsible for providing expertise to our project teams, clients and supply chain partners to enable sustainability to be embedded into the full project lifecycle. Working closely with the Sustainability Leadership Team they focus on operational processes reflecting our Sustainability Strategy.

SUSTAINABILITY PILLAR WORKING GROUPS

Each of the four pillar working groups have nominated group leaders who are responsible for setting the ambitions and targets and developing initiatives to meet these. They measure progress against these KPIs annually and review / adjust accordingly to ensure continuous improvement.

INTERNAL AND EXTERNAL AUDITS AND REPORTING

Internally, through our Sustainability Leadership Team, Pillar Working Groups and Sustainability Team, we measure our performance annually against our sustainability KPIs. Our strategy allows for the flexibility to review and adapt our targets each year in line with the evolving needs of our business and clients. In doing so, we demonstrate how we are aligning with Global Sustainable Development Goals (SDGs) and helping to maximise positive environmental, social and economic outcomes.

“We are immensely proud of the robust processes and sustainable practices we have implemented, enabling Winvic to lead the way in decarbonising its operations and raising the bar for delivering Net Zero assets for our clients and occupiers. By embracing innovation and sustainability in procurement and project delivery, we are empowering our clients to meet their ambitious ESG targets.

Winvic is delighted to be recognised as an ESG leader, but we are continually learning and striving to achieve greater things for our clients and the industry as a whole.”

Arun Thaneja,
Technical Services & Sustainability Director



Alongside this, we undertake external sustainability audits and reporting through various globally recognised accreditations.

- ▶ ISO 14001 since 2009
- ▶ Planet Mark since 2012
- ▶ Considerate Constructors Scheme (CCS) since 2016
- ▶ Achilles since 2018
- ▶ Energy Savings Opportunity Scheme (ESOS) since 2018
- ▶ Streamlined Energy Carbon Reporting (SECR) since 2020
- ▶ EcoVadis since 2020
- ▶ ISO 14064-1 - Achilles Carbon Reduce Programme 2022
- ▶ PAS 2080:2023 - Working towards since 2023
- ▶ Task Force on Climate-Related Financial Disclosure (TCFD) from 2024



Scan the QR code to view our Sustainability video

ESG Awards and Accreditations



I SUSTAINABILITY AND ESG GLOSSARY



SUSTAINABILITY AND ESG GLOSSARY

Carbon Emissions - In the context of sustainability, 'carbon emissions' is used as a collective term to describe the emissions of any greenhouse gases (GHGs).

Carbon Factors - A measurement used in order to calculate the emissions per unit of an activity or material (CO₂e).

Environmental Product Declaration (EPD) - An EPD is a document that quantifies environmental information on the life cycle of a product. It enables the comparison between products fulfilling the same function. The EPD methodology is based on a Life Cycle Assessment (LCA) that follows ISO Series 14040.

Embodied Carbon - refers to the amount of GHG emissions associated with upstream emissions - extraction, production/ manufacture, transport, maintenance and end of life stages of a products life.

Embodied Carbon Assessments - refers to the emissions associated with materials and construction processes throughout the whole lifecycle of a building or infrastructure.

ESG (Environmental, Social, Governance) - is a collective term for a business's impact on the environment and society. This can be measured through standards and framework to evaluate a company's holistic sustainability impact.

GHG Protocol - The Greenhouse Gas (GHG) protocol establishes comprehensive global standardised frameworks to measure and manage GHG emissions from private and public sector operations, value chains and mitigation actions.

Just Transition - Transitioning to a Net Zero economy in a way that is as fair and inclusive as possible to everyone concerned, creating decent work opportunities and leaving no one behind.

Life Cycle Assessment (LCA) - A method for measuring the environmental impact of materials/products/systems/buildings.

Net Zero - Where all related GHG emissions have been reduced in line with a science-based target which aligns with what has been determined to be necessary to stand a reasonable chance of limiting the global temperature increase to 1.5oC above pre-industrial levels as a minimum. Where all related carbon emissions are reduced by 90% or more from 2020 levels. The residual emissions are subsequently responsibly offset to achieve a sum total of zero emissions.

Net Zero in Construction - When the amount of carbon emissions associated with a building's product and construction stages up to practical completion is zero or negative.

Net Zero in Operation - When the amount of carbon emissions associated with the building's operational energy on an annual basis is zero or negative.

Operational Carbon - The GHG emissions arising from all energy consumed by a product in-use, over the product's whole life cycle.

PAS 2080 - A standard covering carbon management in building in infrastructure. This looks at the whole life carbon across the lifespan of the building of infrastructure helping organisations to understand the impacts of their assets.

RICS Whole Life Carbon Assessment Professional Standard - Developed by RICS this guidance sets out mandatory principles and supporting guidance for the interpretation and implementation of the EN 15978 methodology.

Scope 1 - Direct emissions from sources that are controlled or owned by an organisation. This includes any onsite combustion (e.g., from gas boilers for heating, and from company vehicles).

Scope 2 - Indirect emissions from sources that aren't owned or controlled by an organisation, but they indirectly affect in their value chain.

Scope 3 - Indirect GHG emissions that are not produced by the organisation itself and are not the result of activities from assets owned or controlled by them, but by those that it's indirectly responsible for up and down its value chain. An example of this is when we buy, use and dispose of products from suppliers.

Social Value - The positive impact we contribute to local communities by the actions and economic, social and environmental legacy we create.

VCSE - An incorporated Voluntary, Community or Social Enterprise organisation which serves communities. This can be either a charity, Community Interest Company (CIC) or Community Benefit Society, registered with the relevant registry body; or unregulated organisation with a clear social mission.

Whole Life Carbon - 'the combined total of embodied and operational emissions over the whole life cycle of a building'. The whole life cycle of a building is 'the entire life of a building from material sourcing, manufacture, construction, use over a given period, demolition and disposal, including transport emissions and waste disposal'.

Whole Life Carbon Assessment - the sum total of all asset related GHG emissions and removals, both operational and embodied, over the life cycle of an asset, including its disposal (modules A0–A5, B1–B7, B8 optional, C1–C4, all including biogenic carbon, with A0[2] assumed to be zero for buildings).

SUSTAINABILITY AND ESG STRATEGY






SCAN ME

Watch our Sustainability video

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