BOURNE GROUP

SUSTAINABILITY MANAGEMENT PLAN

ANNUAL REPORT 2024-25

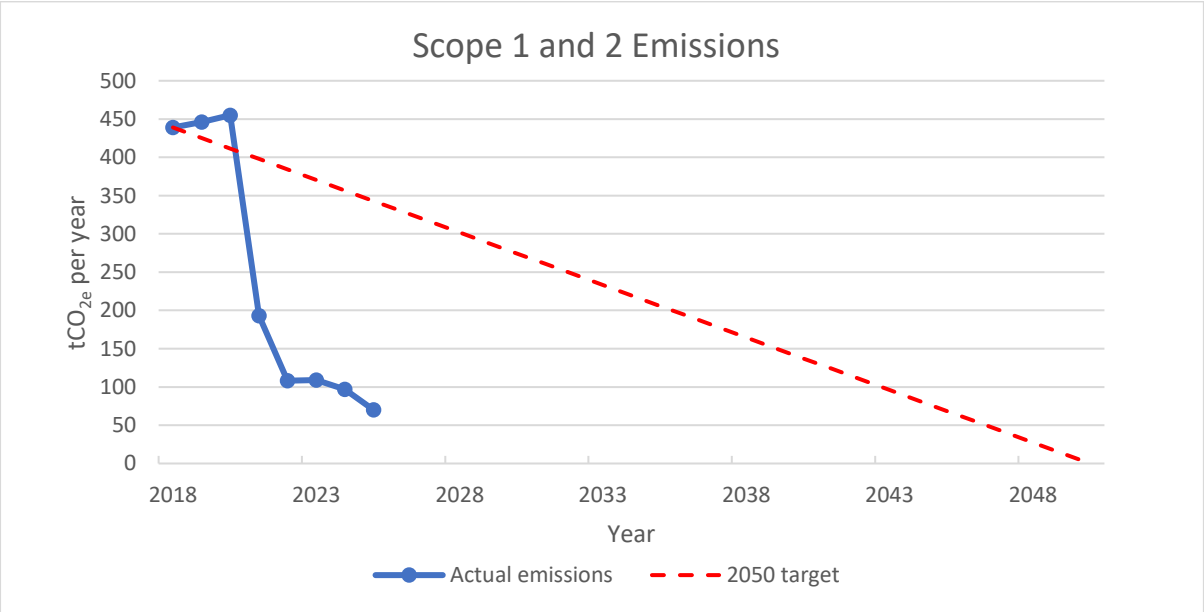
Contents

1. GREENHOUSE GAS EMISSIONS

- Quantify Scope 1 and Scope 2 GHG emissions associated with operations.
- Identify and quantify significant sources of Scope 3 emissions associated with operations.
- Set targets for the reduction of direct and indirect greenhouse gas emissions, relative to output over time.
- Targets to be approved by senior management and progress against targets reviewed regularly.
- Report performance against targets to stakeholders.
- Obtain external verification of GHG information and data.

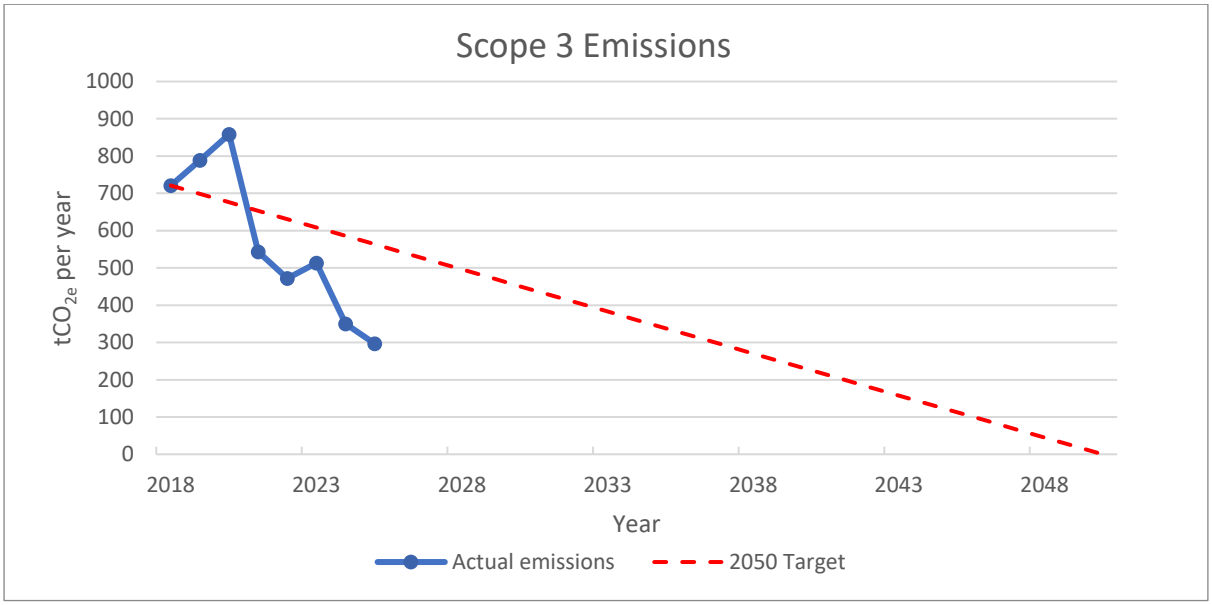
Target:
In accordance with the published BGL Carbon Reduction Plan, reduce Scope 1 and 2 GHG emissions by at least 50% by 2025 against a 2018 baseline.

Year	Scope 1	Scope 2	Total
2018	128	311	439
2019	146	300	446
2020	165	290	455
2021	91	102	193
2022	104	4	108
2023	105	4	109
2024	95	2	97
2025	70	0	70



Target:
Identify significant sources of Scope 3 GHG emissions and reduce total carbon emissions by at least 50% by 2025 against a 2018 baseline.

Year	Scope 3
2018	721
2019	789
2020	858
2021	543
2022	472
2023	513
2024	350
2025	297



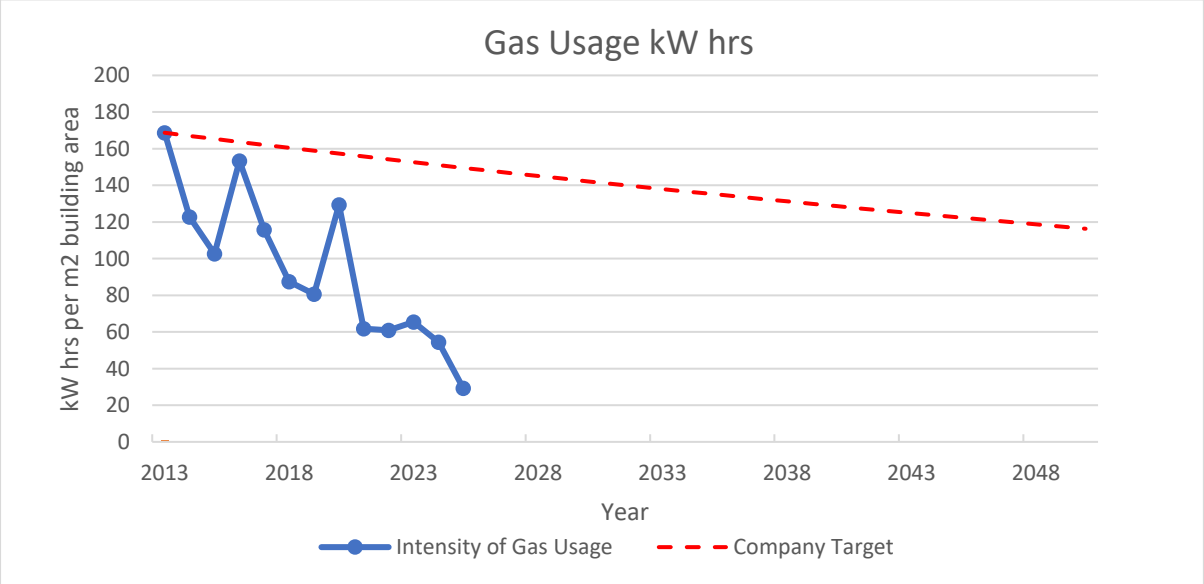
Report:
Overall, there has been ~84% reduction in Scope 1 and 2 GHG emissions and a ~59% reduction in Scope 3 emissions from a 2018 benchmark (target to achieve at least 50% reduction by 2025 has been achieved). Science-based targets are emissions reduction targets in line with what the latest climate science says is needed to meet goals of the Paris Agreement – to limit global warming to well-below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C. Science-based targets tell us how much and how quickly we need to reduce our greenhouse gas emissions in order to be consistent with keeping warming below the most dangerous levels. The Science Based Targets initiative (SBTi) is a collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). The SBTi defines and promotes best practice in science-based target setting and independently assesses companies' targets. Bourne Group have had their emissions reduction targets approved by the Science Based Targets initiative as consistent with levels required to meet the goals of the Paris Agreement. The targets covering greenhouse gas emissions from Bourne Group's operations (Scope 1 and 2) are consistent with reductions required to keep warming to 1.5°C, the most ambitious goal of the Paris Agreement.

2. ENERGY USAGE - GAS

- Set targets for the reduction of energy usage, relative to output over time.
- Targets to be approved by senior management and progress against targets reviewed regularly.
- Report performance against targets to stakeholders including levels of energy usage relative to output over time and thereafter reported annually.
- Obtain external verification of the energy information and data reported.
- Develop and implement an action plan for the continual reduction of use of energy from fossil fuels and for the increase of energy from renewable energy sources.

Target:
Reduce intensity of gas usage within St Clements and factory per m^2 building area by 1% each year using 2013 figures as a benchmark.

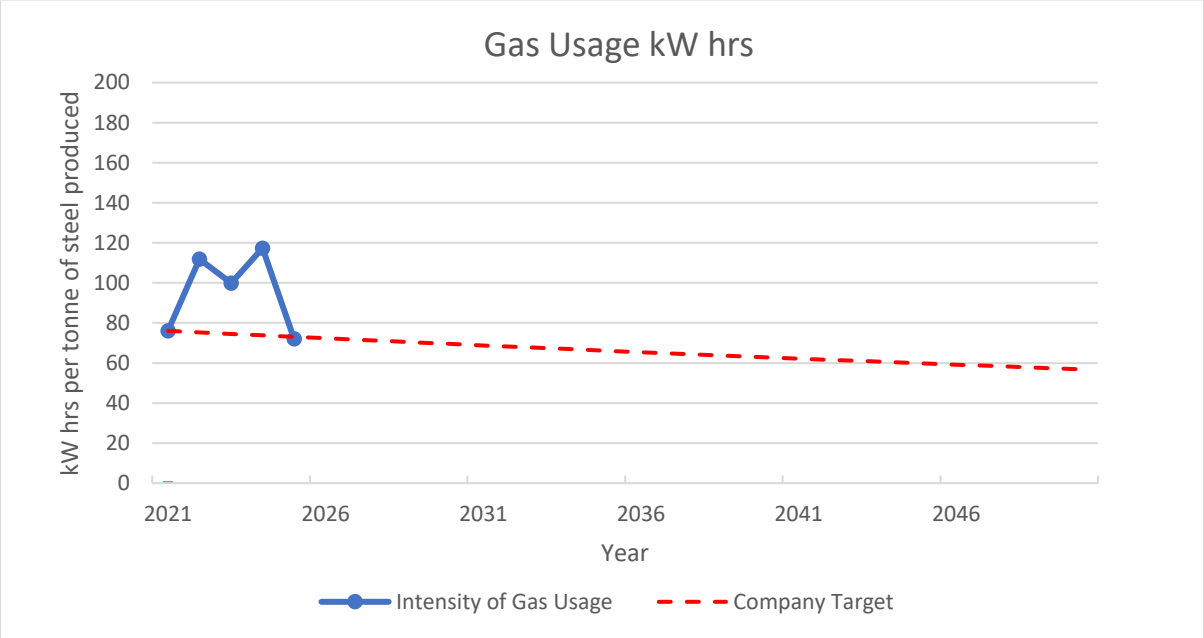
Year	Gas Usage (kW hrs)	Gas Intensity (kW hrs per m^2 building area)	Performance
2013	1,147,812	169	
2014	835,353	123	~27% reduction in usage
2015	698,712	103	~16% reduction in usage
2016	1,043,656	153	~49% increase in usage
2017	786,986	116	~24% reduction in usage
2018	594,426	87	~25% reduction in usage
2019	548,426	81	~7% reduction in usage
2020	880,003	129	~59% increase in usage
2021	420,844	62	~52% reduction in usage
2022	414,610	61	~2% reduction in usage
2023	444,953	65	~7% increase in usage
2024	370,892	55	~17% reduction in usage
2025	198,661	29	~46% reduction in usage



Report:
Overall, there has been ~83% reduction in the intensity of gas usage per m^2 building area from a 2013 benchmark so target expectations of 1% reduction per year are being exceeded. Bourne Group continue to use 100% renewable gas.

Target:
Reduce intensity of gas usage within St Clements and factory per tonne of steel by 1% each year using 2021 figures as a benchmark.

Year	Gas Usage (kW hrs)	Gas Intensity (kW hrs per tonne)	Performance
2021	420,844	76.1	
2022	414,610	111.8	~47% increase in intensity
2023	444,953	99.9	~11% reduction in intensity
2024	370,892	117.3	~17% increase in intensity
2025	198,661	72	~39% reduction in intensity



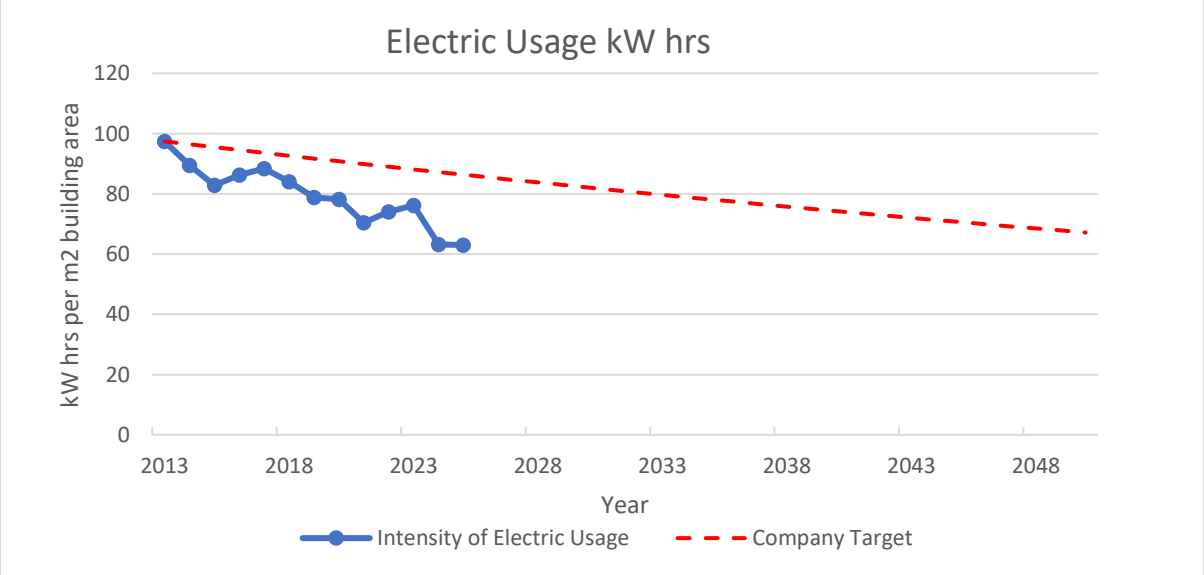
Report:
Overall, there has been ~5% decrease in gas intensity per tonne of steel produced from a 2021 benchmark so target expectations of 1% reduction per year are not being achieved. Bourne Group continue to use 100% renewable gas.

3. ENERGY USAGE – ELECTRICITY

- Set targets for the reduction of energy usage, relative to output over time.
- Targets to be approved by senior management and progress against targets reviewed regularly.
- Report performance against targets to stakeholders including levels of energy usage relative to output over time, and thereafter reported annually.
- Obtain external verification of the energy information and data reported.
- Develop and implement an action plan for the continual reduction of use of energy from fossil fuels and for the increase of energy from renewable energy sources.

Target:
Reduce intensity of electricity usage within St Clements and factory per m^2 building area by 1% each year using 2013 figures as a benchmark.

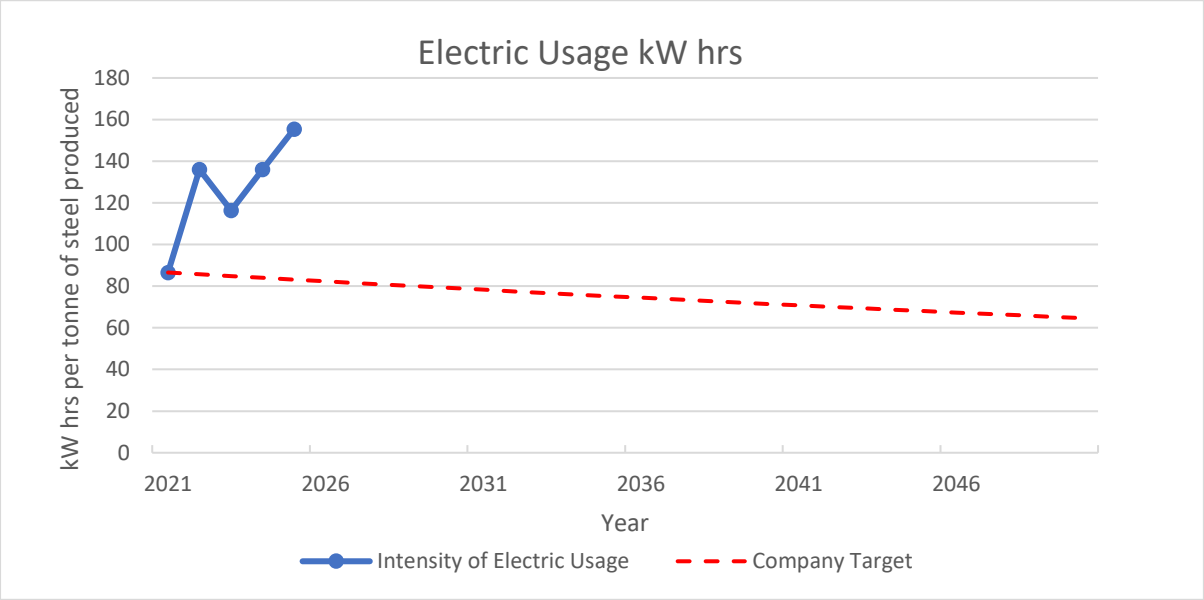
Year	Electricity Usage (kW hrs)	Electricity Intensity (kW hrs per m^2 building area)	Performance
2013	662,657	97	
2014	608,407	89	~8% reduction in usage
2015	563,582	83	~7% reduction in usage
2016	587,125	86	~4% increase in usage
2017	601,034	88	~2% increase in usage
2018	571,774	84	~5% reduction in usage
2019	536,500	79	~6% reduction in usage
2020	531,830	78	~1% reduction in usage
2021	478,953	70	~10% reduction in usage
2022	504,091	74	~6% increase in usage
2023	518,298	76	~3% increase in usage
2024	429,990	63	~17% reduction in usage
2025	428,766	63	No change



Report:
Overall, there has been ~35% reduction in the intensity of electricity usage per m^2 building area from a 2013 benchmark so target expectations of 1% reduction per year are being achieved. Bourne Group continue to use 100% renewable electricity.

Target:
Reduce intensity of electricity usage within St Clements and factory per tonne of steel by 1% each year using 2021 figures as a benchmark.

Year	Electricity Usage (kW hrs)	Electricity Intensity (kW hrs per tonne)	Performance
2021	478,953	87	
2022	504,091	136	~56% increase in intensity
2023	518,298	116.4	~14% reduction in intensity
2024	429,990	136	~17% increase in intensity
2025	428,766	155	~14% increase in intensity



Report:
Overall, there has been ~78% increase in the electricity intensity per tonne of steel produced from a 2021 benchmark so target expectations of 1% reduction per year are not being achieved. Bourne Group continue to use 100% renewable electricity.

4. RESOURCE USE AND PRODUCT CIRCULARITY

- Establish a policy, supported by a documented management system, for the efficient use of constituent materials and for the assessment of its products' circularity.
- Demonstrate at least two of the following and report to stakeholders on the performance:
    - Encourage future resource use of the steel at end-of-life.
    - Actions to extend the lifespan of the steel.
    - Declaration of recycled content of steel.
    - A product development approach to design products for a circular economy.
- Obtain external verification of its resource use and product circularity information and data.

Target:
• Create project profile template detailing carbon savings offered and carbon savings gained. • Create a material tracker template detailing the A1-A3 (Product Stage) and A4 (Construction Stage) values and the percentage of EAF steel used on a project-by-project basis.

Report:
Bourne Group continue to use a Carbon Calculator based on the principals of the structural carbon tool issued by the Institution of Structural Engineers, together with a detailed user guide. The Carbon Calculator is being used throughout the business and has allowed us to: • Calculate the amount of carbon in different elements of the design. • Identify carbon hotspots and opportunities to target for material reduction. • Understand the differences between structural options. • Communicate decision-making impacts with the design team. The Bourne Group material tracker is continually being updated and improved and provides a breakdown of the steel used on each project, it details: • Section type • Supplier / mill • Country of origin • Total weight • Percentage of recycled content • Percentage of end-of-life recycling • Type of steel (steel production route) • EPD document (if available) • BES 6001 accreditation (if obtained) • A1 – A3 values • A4 values • Transport data (distances of travel, type of travel etc.)

5. WASTE PREVENTION AND WASTE MANAGEMENT

- Set targets for the reduction of waste and for the diversion of waste from landfill or incineration without energy recovery.
- Targets to be approved by senior management and progress against targets reviewed regularly.
- Organisation to report performance against targets to stakeholders including levels of waste production to output set against targets for reduction over time, and thereafter reported annually.
- Compare to industry benchmarks where available or to company benchmarks if industry benchmarks not available.
- Obtain external verification of the information and data reported.

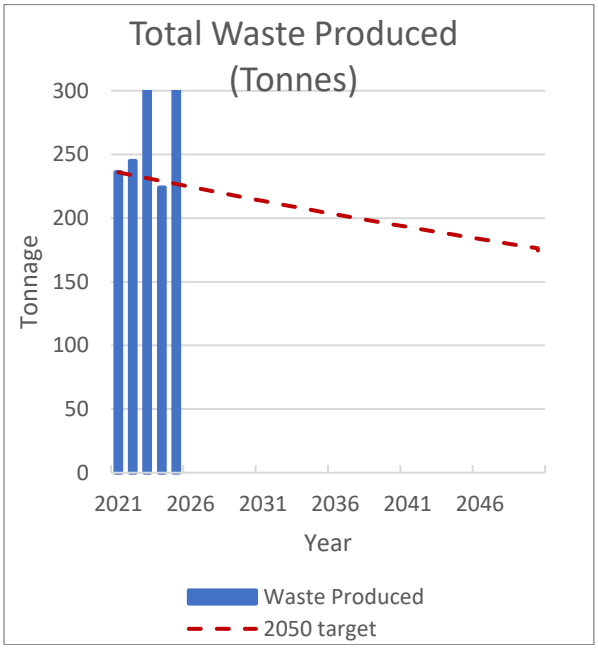
Target:
Increase the total waste recycled per tonne of waste produced by 0.2% each year using 2021 figures as a benchmark.

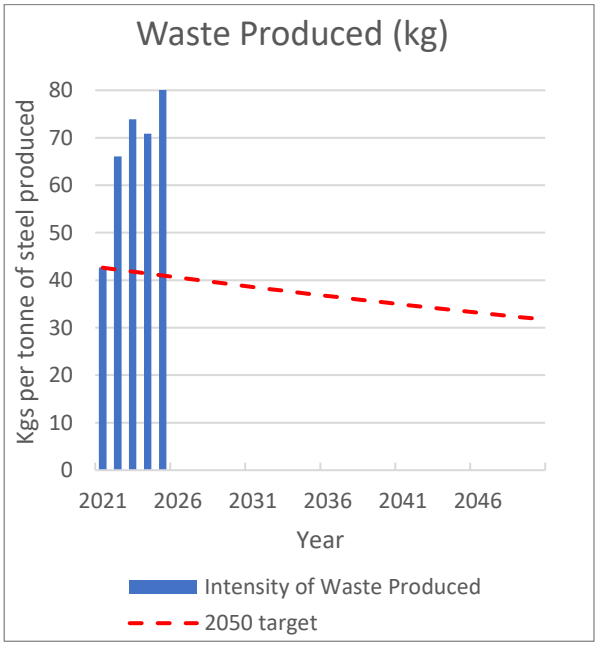
Year	Total Waste Produced (tonnes)	Total Waste Recycled (tonnes)	Total Waste Recycled (% of total waste produced)
2021	236	222	94
2022	245	222	91
2023	329	305	93
2024	224	195	87
2025	314	299	95

Report:
Overall, there has been an increase of ~1% in the total waste recycled (relative to the total waste produced) from a 2021 benchmark so target expectations of an increase in 0.2% per year are being achieved.

Target:
Reduce the total amount of waste to landfill or incineration without energy recovery (produced by St Clements and factory) per tonne of waste produced by 1% each year using 2021 figures as a benchmark. Reduce the intensity of waste produced within St Clements and factory per tonne of steel by 1% each year using 2021 figures as a benchmark.

Year	Total Waste Produced (tonnes)	Total Waste Intensity (Kgs per tonne)	Performance
2021	236	42.6	
2022	245	66	~55% increase in intensity
2023	329	73.8	~12% increase in intensity
2024	224	70.8	~4% reduction in intensity
2025	314	114	~61% increase in intensity





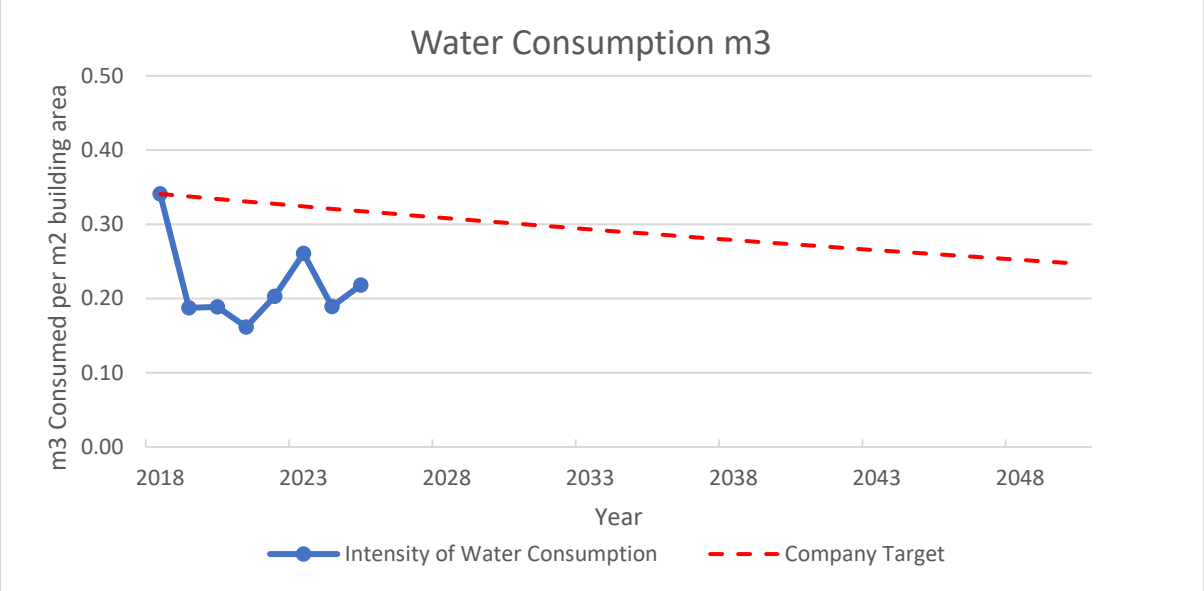
Report:
Overall, there has been an increase of ~33% in the total waste produced (relative to the total tonnes of steel produced) by St Clements and the factory from a 2021 benchmark so target expectations of reducing the amount of waste by 1% per year have not been achieved Overall, there has been ~167% increase in the total waste intensity per kg of steel produced from a 2021 benchmark so target expectations of 1% reduction per year are not yet being achieved.

6. WATER USAGE

- Quantify the intensity of water usage associated with operations.
- Set targets for the reduction of the intensity of water usage, relative to output over time.
- Targets to be approved by senior management and progress against targets reviewed regularly.
- Report performance against targets to stakeholders including the intensity of water usage.
- Obtain external verification of the information and data reported.

Target:
Reduce intensity of water usage within St Clements and factory per m^2 building area by 1% each year using 2018 figures as a benchmark.

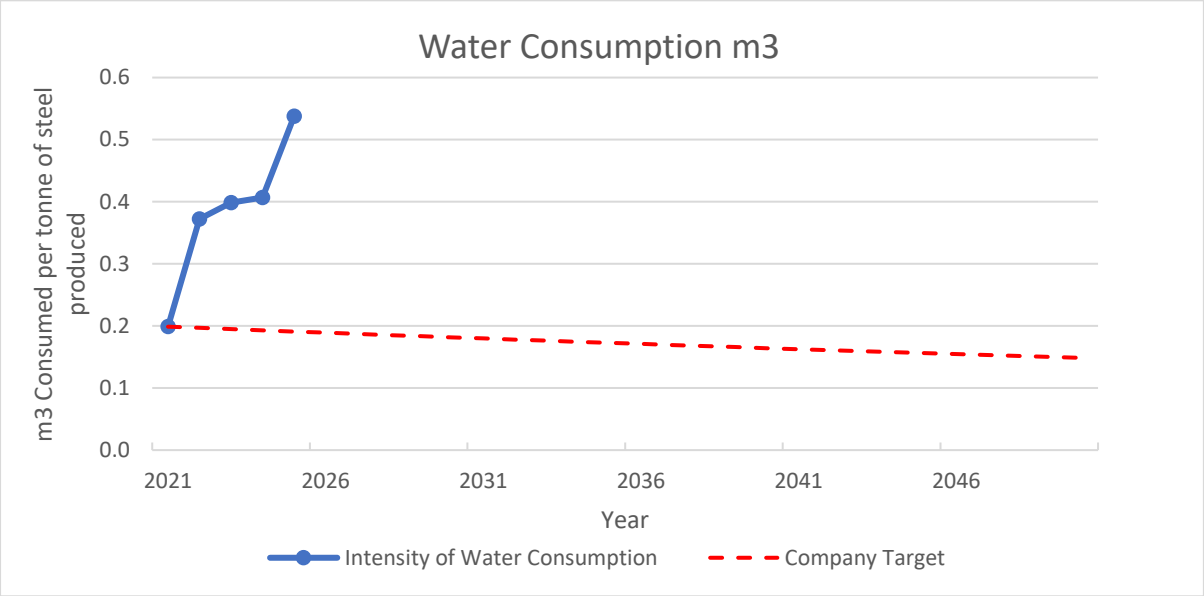
Year	Water Usage (m^3)	Performance
2018	2,319	
2019	1,275	~55% reduction in usage
2020	1,284	~1% increase in usage
2021	1,100	~14% reduction in usage
2022	1,381	~26% increase in usage
2023	1,774	~28% increase in usage
2024	1,286	~28% reduction in usage
2025	1,483	~15% increase in usage



Report:
Overall, there has been ~36% reduction in water usage per m^2 building area from a 2018 benchmark so target expectations of 3% reduction per year are being exceeded.

Target:
Reduce intensity of water usage within St Clements and factory per tonne of steel by 1% each year using 2021 figures as a benchmark.

Year	Water Usage (m^3)	Water Intensity (m^3 per tonne)	Performance
2021	1,100	0.20	
2022	1,381	0.37	~85% increase in intensity
2023	1,774	0.40	~8% increase in intensity
2024	1,286	0.41	~3% increase in intensity
2025	1,483	0.54	~32% increase in intensity



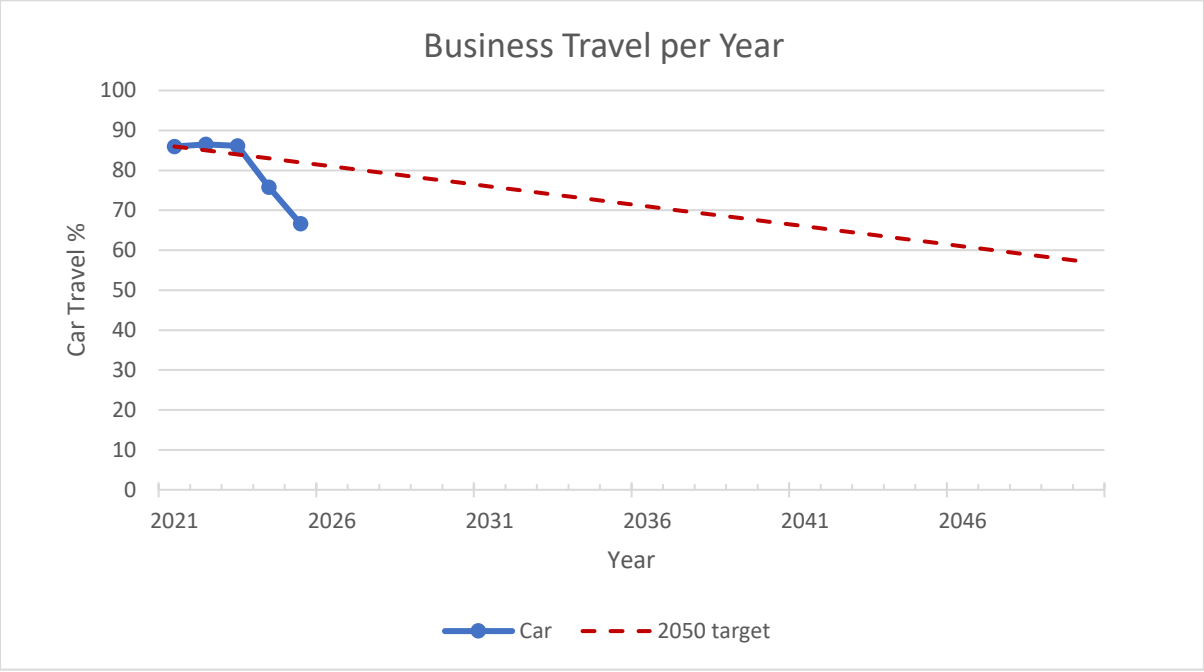
Report:
Overall, there has been ~170% increase in the water intensity per tonne of steel produced from a 2021 benchmark so target expectations of 1% reduction per year are not being achieved.

7. TRANSPORT IMPACTS

- Set targets for the reduction of environmental and social impacts associated with transport of steel, good and people involved in its operations.
- Targets to be approved by senior management and progress against targets reviewed regularly.
- Report transport use to stakeholders including significant environmental and social impacts and mitigation strategies.
- Extend scope of transport policy and procedures to cover the impacts of the transportation of steel.
- Report transport of steel to stakeholders including significant environmental and social impacts.

Target:
Reduce the total car business travel mileage (relative to total combined travel miles) by 1% each year using 2021 figures as a benchmark.

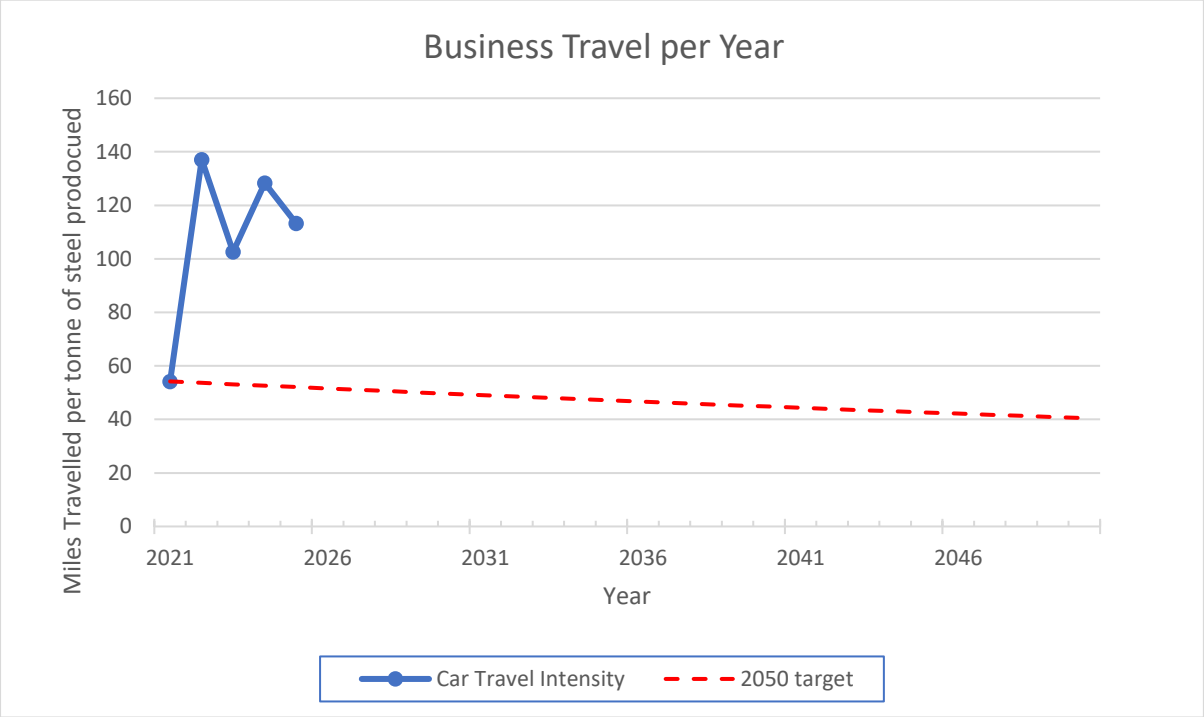
Year	Total Combined Travel (miles)	Total Car Travel (miles)	Total Car Travel (%)
2021	348,800	299,900	86
2022	587,520	508,220	87
2023	530,260	456,940	86
2024	535,340	405,811	76
2025	468,816	312,324	67



Report:
Overall, there has been a decrease of 22% in the total car business travel mileage from 2021 benchmark so target expectations of 1% reduction per year are being exceeded.

Target:
Reduce the intensity of car business travel mileage per tonne of steel by 1% each year using 2021 figures as a benchmark.

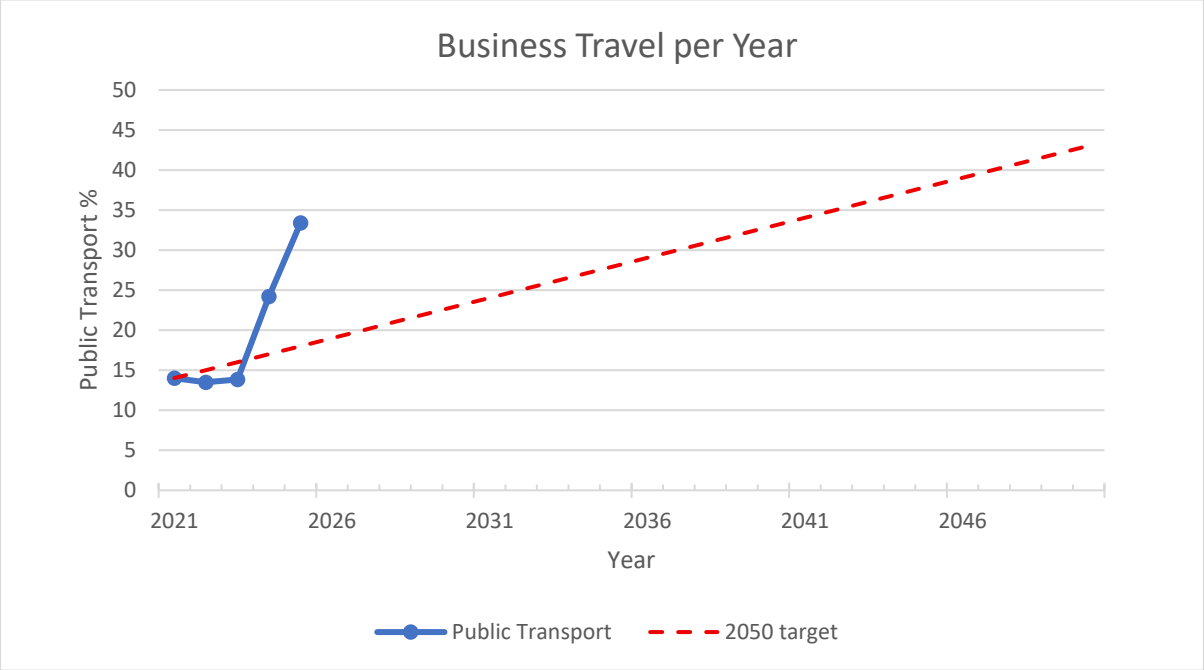
Year	Total Car Travel (miles)	Car travel intensity (mile per tonne)	Performance
2021	299,900	54.2	
2022	508,220	137.1	~153% increase in intensity
2023	456,940	102.6	~35% reduction in intensity
2024	405,811	128.4	~25% increase in intensity
2025	312,324	113	~12% reduction in intensity



Report:
Overall, there has been ~52% increase in car business travel intensity per tonne of steel produced from a 2021 benchmark so target expectations of 1% reduction per year are not being achieved.

Target:
Increase the amount of total public transport travel mileage (relative to total combined travel miles) by 1% each year using 2021 figures as a benchmark.

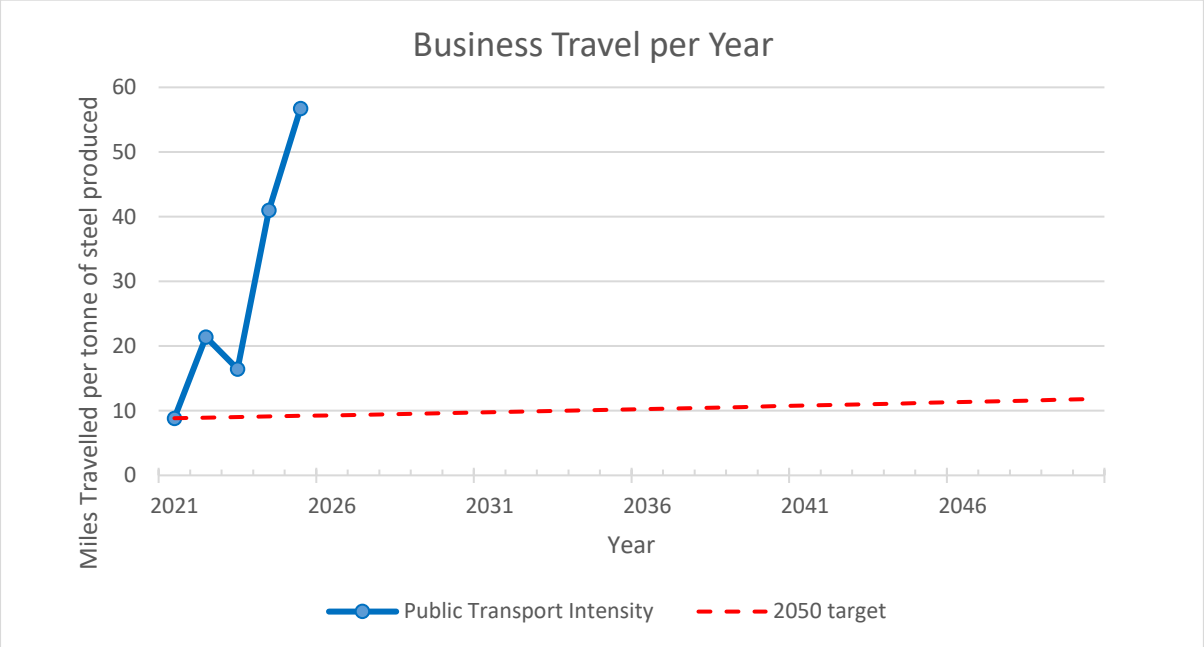
Year	Total Combined Travel (miles)	Total Public Transport Travel (miles)	Total Public Transport Travel (%)
2021	348,800	48,900	14
2022	587,520	79,300	13
2023	530,260	73,320	14
2024	535,340	129,529	24
2025	468,816	156,492	33



Report:
Overall, there has been an increase of 19% in the total public transport business travel mileage from a 2021 benchmark so target expectations of 1% increase per year are being exceeded.

Target:
Increase the intensity of public transport travel mileage per tonne of steel by 1% each year using 2021 figures as a benchmark.

Year	Total Public Transport Travel (miles)	Public Transport Travel intensity (mile per tonne)	Performance
2021	48,900	8.8	
2022	79,300	21.4	~143% increase in intensity
2023	73,320	16.4	~23% reduction in intensity
2024	129,529	41	~150% increase in intensity
2025	156,492	57	~39% increase in intensity



Report:
Overall, there has been ~548% increase in public transport travel intensity per tonne of steel produced from a 2021 benchmark so target expectations of 1% increase per year are being exceeded.

8. EMPLOYMENT AND SKILLS

- Establish an Employment and Skills Policy, supported by a documented management system, for the learning and development of its employees and carry out regular reviews of its performance. Responsible Sourcing awareness/training should be evidenced in all relevant professional and functional training with an induction programme that refers explicitly to aspects related to health and safety, human rights, sustainability, corporate responsibility, and business ethics.
- Report to stakeholders on the performance relating to the learning and development of its employees.
- Obtain external verification of the learning and development information and data.
- Establish a policy, supported by a documented management system, for enhancing the diversity and inclusiveness of its workforce, and carry out regular reviews of its performance.

Target:
Review and update Bourne Group Employment and Skills Policy. Update Cascade to ensure all employee sustainability and environmental training records are captured. Produce an annual diversity and inclusiveness report to include statistics on workforce age, ethnicity, gender, and nationality. Produce a Neo Natal Policy.

Report:
The Employment and Skills Policy has been reviewed and updated. An annual diversity and inclusiveness report has been produced. A Bourne Group Neo Natel policy has been produced.

9. LOCAL COMMUNITIES

- Establish a Local Communities Policy, supported by a documented management system, to identify and consult with local community stakeholders directly affected by the activities and operations of the business.
- Establish written procedures to record all complaints from local community stakeholders and any subsequent and associated actions including prosecutions.
- Undertake regular reviews of its performance in terms of local community relationships, liaison activities and complaints incidents.
- Report annually to stakeholders on local community engagement, liaison activities and complaint incidents.
- Obtain external verification of the local community engagement, liaison activities and complaints incidents.
- Establish a policy, supported by a documented management system, to promote local sourcing of products and services, and the use of local staff and expertise where appropriate and practical.

Target:
Maintain a community engagement register to record activities and events. Engage and support local communities, charities and fundraising events. Zero complaints received from all Bourne Group works and projects.

Report:
A community engagement register has been maintained and available for all employees to view. Local community engagement activities have included: • Donation of equipment and materials to the local primary school. • Undertaking careers fairs at local schools and colleges. • Community litter picking. • Donation of laptops to local YMCA. • Rebuilding and extending of local community centre gates. • Sponsorships of charitable and fund-raising events. There have been zero complains received from any Bourne Group project they have worked on/completed.