

Sustainability Policy Statement 2024

Willmott Dixon is a privately-owned contracting and interior fit-out group. Founded in 1852, and with a strong family ethos, it is dedicated to leaving a positive legacy in communities and the environment. Our purpose is to deliver brilliant buildings, transform lives, strengthen communities and enhance the environment so our world is fit for future generations. We commit to working with our people, our customers, our supply chain, and others in our sector and beyond to build the capacity and skills to drive change in our industry.

Our long-term commitment to sustainability is captured in our strategy "[Now or Never. Our decisive decade](#)" which details key ambitions for 2030. To ensure we achieve our zero-carbon ambitions, we have adopted Science Based Targets aligned to 1.5C and are signatories to the Race to Zero Campaign. We strongly believe that everyone plays a part in ensuring its delivery, supported by our various policies and codes, which can be found on our website. This includes ensuring that any external engagement is carried out in line with our sustainability ambitions and the Paris Agreement, as set out in our [Political Engagement Policy](#).

Our Strategy and ambitions are structured around three themes:

Brilliant Buildings

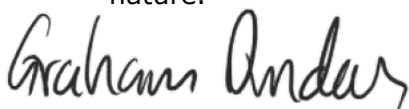
- By the end of 2030 all our new buildings and major refurbishments will achieve net zero operational carbon.
- They will be future-climate ready and optimise the health and wellbeing of the people living and working in them.
- By the end of 2040 all our buildings and major refurbishments will be delivered with net zero embodied carbon.
- By the end of 2040 our supply chain will achieve net zero operational carbon. Our ambition to achieve zero carbon in our own operations will only have real impact if we share our experience and collaborate to eliminate carbon throughout our supply chain.

Building Lives

- We will deliver high-impact social value which we can demonstrate meets the needs of the local communities.
- How we do business will set the standard for social value in our sector – we will support other businesses to prosper while challenging ourselves to make social value a consideration in every decision we make.
- We will support people who face significant barriers to be in, or on the path to, good careers. 100 of these will be new careers within Willmott Dixon.

Better Planet

- We will be a zero-carbon company without any offsetting.
- We will have no direct emissions from our day-to-day operations by eliminating fossil fuel use in our offices and on our sites, moving to a 100% electric fleet and continuing to only procure 100% certified natural renewable energy.
- We will generate zero avoidable waste.
- We will halve the volume of water we use during construction.
- We will deliver environmental net gain on our projects.
- We will have planted 100,000 trees, supporting our customers and their local communities to tackle climate change and create green spaces for people and nature.



GRAHAM DUNDAS

Chief Executive Officer

WILLMOTT DIXON HOLDINGS LIMITED

Date: September 2024