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This is what we term sustainability.

Sustainability is an integral part of I & H Brown Strategy, provides added value to all our stakeholders, and is pivotal in achieving the following goals:

-  Develop low carbon options whenever possible and encouraging sustainable design choices, materials, and construction methods.
-  Work to the highest ethical, social, and environmental standards and promote a culture of learning, diversity, and inclusion.
-  Enhance employee understanding of sustainability and improve awareness of how sustainability is a priority of I & H Brown business strategy.
-  Continuously develop the skills of our employees, inspiring them to contribute to the growth of our business.
-  Enrich the communities in which we carry out our activities by making a positive contribution.
-  Involve the local community and keep residents and local businesses fully informed of works, which may affect their homes and day to day lives.
-  Support the use of local labour and provide training. This responsible sourcing of labour helps to build community relations, addresses skills shortages, and assists people in finding meaningful employment.
-  Engage our supply chain and partners in building a sustainable relationship and business.
-  Protect and enhance the environment using responsibly sourced, sustainable materials, products, and services to include procuring locally sourced materials and services where possible.
-  Achieve sustainable construction through our material selection, improving our energy and water efficiency, reducing our dependence on finite natural resources, and focusing on renewables.
-  Develop our knowledge of environmentally sensitive materials and enhance our understanding of the materials' environmental performance.
-  Promote, develop, and share our knowledge of sustainable solutions and best practice to continue our sustainability vision and provide an enduring positive legacy.
-  Apply innovation and best practice to design and build sustainable high quality and durable assets with as little environmental impact as possible.

A review of this Sustainability Policy will be undertaken annually to address changes in legislation or Company Best Practice.

Signed:
J SCOTT BROWN
MANAGING DIRECTOR

Date: August 2022