

I & H Brown are committed to sustainable growth and being a responsible business. We aim to meet the social, economic, and environmental challenges of our rapidly changing world by not only conducting our activities ethically, professionally, and legally but by ensuring that economic, social, and environmental aspects are included in all our decision making, striking a balance between our short- and long-term interests.

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.

To maintain best working practices the Company reviews this policy when necessary to reflect changes in legislation and industry standards and all Company policies are reviewed by the Board of Directors annually in June each year.

J SCOTT BROWN
MANAGING DIRECTOR

Date: June 2024