

SPD STUDIO
SUSTAINABLE . PLANNING . DESIGN



Environmental, Social and Governance Policy

Adopted March 2021

SPD Studio Prioritises Sustainability

We believe that the group is uniquely placed and positively impacts the current climate emergency through leading reforms in the sectors in which we operate. We are currently active in the energy generation market, and support in the planning and construction of renewable energy generating assets, and the design and construction of housing. As a result, we are in a prime position to directly affect these industries by combining our expertise in these fields to deliver net zero carbon improvements.

To ensure we maximise the opportunities to make positive improvements we have developed our Environmental, Social and Governance (ESG) strategy around a term that is widely used within our company '*Continual and never-ending improvement*'. This requires all our business units to record ESG data for the year and set out its improved targets for the forthcoming year. This record focusses on our performance in terms of the impact we have, and the social implications of the work we do. Spd Studio is required to report this information at the first Push Investment Group Board meeting on a yearly basis.

Purpose

The purpose of this policy is to set out how we will measure our environmental and social impacts and how the opportunities and risks are managed on behalf of our stakeholders. Our continual and never-ending improvements need to be measurable and reportable in a transparent, prompt, and concise manner. This document sets out how we will evaluate our performance.

	Our focus	Achieved By	Measurement
Environmental	Pollution of <ul style="list-style-type: none"> Air Water Ground 	Ensuring that our processes consider the risk of pollution occurring during the carrying out of our business and that these risks are mitigated in an appropriate and professional manner.	Statistics of any occurrences.
	Resource management <ul style="list-style-type: none"> Waste reduction Responsible sourcing Monitoring utility usage Waste Electrical and Electronic Equipment (WEEE) recycling 	Our procurements processes will give regard to the sourcing of materials, the processing of our waste by products and the use of utilities in the delivery of our projects. We will seek to avoid the risk of indirectly supporting modern slavery or human rights abuses through procured services. We have appointed an Environmental Champion who will actively promote environmental and sustainable improvements and best practise across the group.	Reporting all sustainable sourcing initiatives, measure the waste we produce and provide details of our utility consumption.
	Emission reduction	When awarding contracts to suppliers, consideration will be given to the distance labour and materials must travel. We will promote the use of renewable energy to our business stakeholders actively promoting this form of energy over fossil fuels.	Data to support progress.
	Climate change	Our aim is to lead our operating sectors in the drive towards zero carbon, promoting the innovations that make progress towards this end.	Data to support progress.
Social	Working conditions and employee welfare	We will seek to ensure that the working conditions and welfare of our employees and those of our contractors meet the standards set out in employment law and ensure that it is clear how shortcomings can be reported and acted upon appropriately. We have appointed an Employee Welfare Champion within the group who will act as a point of contact and confident to staff members and suppliers. We offer reviews to all employees where progress and training requirements are considered.	A report from our Employee Welfare Champion will be provided to monitor our progress. Our HR Manager records all staff appraisals and performance reviews, assisting with planned training resources when required.
	Local Communities	We will support the local communities where we operate where opportunities allow and support our employees to play an active role in their local communities, allowing a number of volunteer days when time can be taken away from work to contribute to projects. This will be recorded by our HR Manager. We have appointed a Volunteering Champion who will actively promote the benefits of volunteering whilst working.	Our businesses will report on our interactions in the local community and our Volunteering Champion will report on the impact our volunteer days have made.
	Health and safety	All our business units are required to uphold the highest levels of health and safety to ensure that our employees and contractors.	Each business unit reports health and safety data at each management and board meeting.
	Equality and diversity	We have appointed an Equality, Diversity and Inclusion Champion within the group who will actively promote, inform, and educate our	A report from our EDI Champion will report and

		workforce and stakeholders of the benefits of a fair and balanced work community.	monitor progress in this area.
Governance	Compliance with all laws and uphold good practice	We will always uphold the highest standards of business integrity and honesty acting in good faith. We will enforce all contracts robustly acting in the best interests of all stakeholders reliant on the continued success of our businesses.	Implementation of clear policies, processes and procedures whilst ensuring accountability and ownership.
	Bribery and corruption	We will not directly or indirectly offer, pay, solicit, or accept bribes in any form and have in place an anti-bribery and corruption policy and training program for staff.	HR Manager will manage the training program and report compliance.
	Board Diversity	Our Equality and Diversity policy requires that we recruit the persons' most fit for the role within our organisation, irrespective of ethnicity or gender. Before Board appointments are made, we will ensure that these values are upheld.	Board minutes will confirm our compliance.
	Strive for the highest standards	We operate an academy for all our company board directors. This is a key part of our CANI improvement ethos and ensures that we continually improve our business standards across the group. We use 90-day plans to record progress on set goals to ensure we reach our targets as a community of executives.	Our academy program records and monitors progress in this area, support is given, should it be required, to ensure success.

Related documents

Supporting our ESG objectives, SPD Studio have several documents that support our commitments, including our equal opportunities policy, modern slavery policy, code of ethical practice and our whistle-blowers policy as follows:

- Anti-bribery & Corruption Policy
- Corporate and Social Responsibility Policy
- Environmental Policy
- Equal Opportunities and Diversity Policy
- Ethics Policy
- Health and Safety Policy
- Modern Day Slavery and Human Trafficking Policy
- Whistle Blowing Policy
- Wellbeing Policy

If you need any further guidance of information, please contact the HR Department.

Studio Director

Date

Jack Baron

Managing Director

Date

Dean Cadby