

Hercules PLC is committed to minimising the impact of its activities on the environment. The development and implementation of this policy and our Environmental Management System demonstrate our commitment to continual improvement and intentions to minimise our environmental impact. The key points of our strategy to achieve this are:

- Comply with the law and environmental regulations as a minimum.
- Implement and maintain our company standards to ISO 14001:2015 requirements
- Ensure all employees have an understanding and are trained in their responsibilities in relation to the environmental policy and management system.
- Provide necessary resources, equipment, information, instruction and training to fulfil the requirements of this policy. This includes utilising and promoting the resources and material available as part of our partnership with the Supply Chain Sustainability School.
- Optimise energy use and reduce the use of raw materials by re-use and recycling. All phases of the project, from early involvement through to handover, as well as supporting processes, will support the purchase of energy efficient products and services in order to improve our energy performance.
- Monitor progress on a regular basis to identify strengths and areas for improvement and highlight actions required, through our Carbon Management Committee, SHEQ Committee and Senior Leadership Team meetings.
- Initiatives led from the CEO and Construction Director with the goal of improving the company's carbon footprint, which are monitored, reviewed and tracked.

In particular, in order to implement this policy, we will address a set of objectives and targets identified as a result of environmental review, which relate to the environmental impacts of our organisation. We intend to reduce our environmental impacts through improvements by:

- Energy use.
- Minimising waste by evaluating operations and ensuring they are efficient as possible, including disposal of goods.
- Actively promoting recycling both internally and amongst its customers, suppliers and learners, including office paper.
- Controlling the emission of pollutants and by reducing the risk of contamination to soil, water and the atmosphere.
- Seeking to avoid the use of hazardous materials.
- Considering the effects that our operations may have on the local communities.
- Ensuring effective and expedient incident control, investigation and reporting.

Our Carbon Management Committee regularly monitors and reviews our policy, relevant procedures, carbon emissions management and KPIs.

Our **Carbon Management Strategy** sits within our Environmental Policy and supporting documents, and includes:

- **Local Employment Initiative** through the development and launch of our Hercules Recruitment App in 2019.
- Use of our **Mobile Health Screening Trailer**, reducing our carbon footprint by delivering health & wellbeing solutions directly at site.
- Our Head Office is fitted with LED lighting and smart technologies, minimising energy consumption.
- Charging points for electric vehicles installed at Head Office for electric vehicles.
- Green Transport Programme in place, lowering carbon emissions and reducing the number of vehicles on the road by transporting operatives to and from projects using our company minibus and van fleet and encouraging car sharing schemes wherever feasible.
- Operating a 'Cycle-to-Work' Scheme.
- Regularly updating and maintaining our fleet, with the majority of our vehicles being Euro 6 compliant.

Document Name	PD 02 Environmental Policy Statement	Date Created	01/01/2016
Version Number	12	Revision Date	20/05/2025

- HVO Strategy implemented for plant and equipment.
- Using battery-powered tools instead of using generators where possible on civils projects.
- Operating an 'Agile Working' policy to maximise the use of technology to reduce travel and improve work-life balance.
- Utilising e-learning tools to cut down on carbon emissions from employees travelling to training centres.
- Moving towards paperless working, Utilising technology to reduce unnecessary printing and paper usage.
- Driving strict recycling schemes throughout the organisation
- Using local suppliers ensuring less travel and insisting our supply chain invests in this attitude.
- Sourcing timber from Grown in Britain and FSC-certified suppliers.
- Reusing timber formwork.
- Sourcing recycled aggregate wherever possible on our projects.

Our Carbon Reduction Plan is in place in order to ensure that we continue our progress to achieving Net Zero in line with company targets.

This Environmental Policy is communicated and made available to all company personnel, client/main contractors, learners, members of the public and other interested third parties. The CEO shall review this policy annually or following significant changes.



Brusk Korkmaz
Chief Executive Officer
Hercules PLC

Approved on 20/05/2025



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