



OUR PROACTIVE APPROACH

OUR SUSTAINABILITY
STRATEGY

2025 UPDATE

www.adencontracting.co.uk



Introduction

Aden Contracting Ltd is committed to being a responsible and sustainable business.

We aim to integrate sustainable practices into every aspect of our operations, ensuring that we minimise our environmental impact, contribute positively to society, and uphold the highest standards of corporate governance.

Our vision is to lead the groundworks industry in sustainable practices while delivering quality services to our clients.





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Our Areas of Priority

Environment

Responding to climate change and managing our impact on the environment.

- Minimise waste and maximise recycling efforts on all project sites.
- Reduce greenhouse gas (GHG) emissions through efficient resource use and adopting greener technologies.
- Conserve natural resources by prioritising sustainable sourcing of materials.

Social

Improving the prosperity and wellbeing of individuals and communities.

- Engage with local communities to create positive social impacts.
- Ensure a safe, inclusive, and equitable workplace for all employees.
- Support education and training programs to enhance workforce skills and awareness.

Economic

Maintain strong governance and accountability practices to uphold our sustainability goals and responsibilities.

- Deliver value to clients while maintaining profitability.
- Invest in innovative, sustainable solutions to stay competitive.
- Foster long-term partnerships with suppliers and stakeholders who share our sustainability values.

Proactive Targets

Aden is proud to align its proactive targets with the United Nations Sustainable Development Goals, providing a robust framework for setting our ambitions and driving meaningful action.

Carbon Management Priority: We will ensure carbon management remains a core organisational priority, embedding it into our culture and operations.

Carbon Neutrality by 2030: Aim to achieve carbon neutrality across all our operations by 2030.

Tree Planting Initiative: Plant at least 2,000 trees by 2030 to contribute to reforestation and carbon sequestration.

Workforce Development: Ensure 5% of our total workforce consists of apprentices within the next five years, fostering skill development and economic opportunity.

Sustainable Procurement: Integrate carbon impact considerations into procurement policies and processes for goods, works, and services, prioritising low-carbon alternatives to minimise our supply chain's carbon footprint.

Emissions Tracking and Reporting: Track our emissions with quarterly carbon reports using UK Government Greenhouse Gas (GHG) conversion factors.

Supplier Transparency: Work with our suppliers to collect Environmental Product Declarations (EPD) and provide evidence of emissions and improve accountability.

Community Impact: Enhance the well-being of the communities we work in by aligning our efforts with the Social Value National TOMS Framework.

Together, these actions reflect our dedication to making a positive environmental and social impact while driving sustainable progress.





PROACTIVE

P POSITIVE
MAKE A POSITIVE IMPACT ON THE COMMUNITIES WE WORK IN AND THE PEOPLE WE WORK WITH.



R RESPONSIBLE
OUR ESG RESPONSIBILITIES ARE NOW VERY MUCH AT THE FOREFRONT OF OUR MINDS.



O OPPORTUNITIES
CREATING OPPORTUNITIES THROUGH APPRENTICESHIPS AND WORK EXPERIENCE.



A AMBITION
OUR AMBITION IS TO FULFILL OUR NEEDS AND THE NEEDS OF CURRENT GENERATIONS WITHOUT COMPROMISING THE NEEDS OF FUTURE GENERATIONS.



C COMMUNITIES
COMMUNITY ENGAGEMENT THROUGH WORK WITH SCHOOLS AND COLLEGES AND DEDICATE VALUABLE TIME TO CHARITY WORK AND LOCAL SPONSORSHIP.



T TREES
WE PLEDGE TO PLANT A MINIMUM OF 2000 TREES BY 2030.



I INCLUSIVE
CREATE A DIVERSE AND INCLUSIVE WORK SPACE FOR EVERYONE.



V VALUES
WE PLAN TO BUILD UPON OUR VALUES TO CREATE A FURTHER POSITIVE AND LASTING IMPACT BY PUTTING A GREATER FOCUS ON THE INCREASED QUALITY OF THE OUTCOMES WE DELIVER.

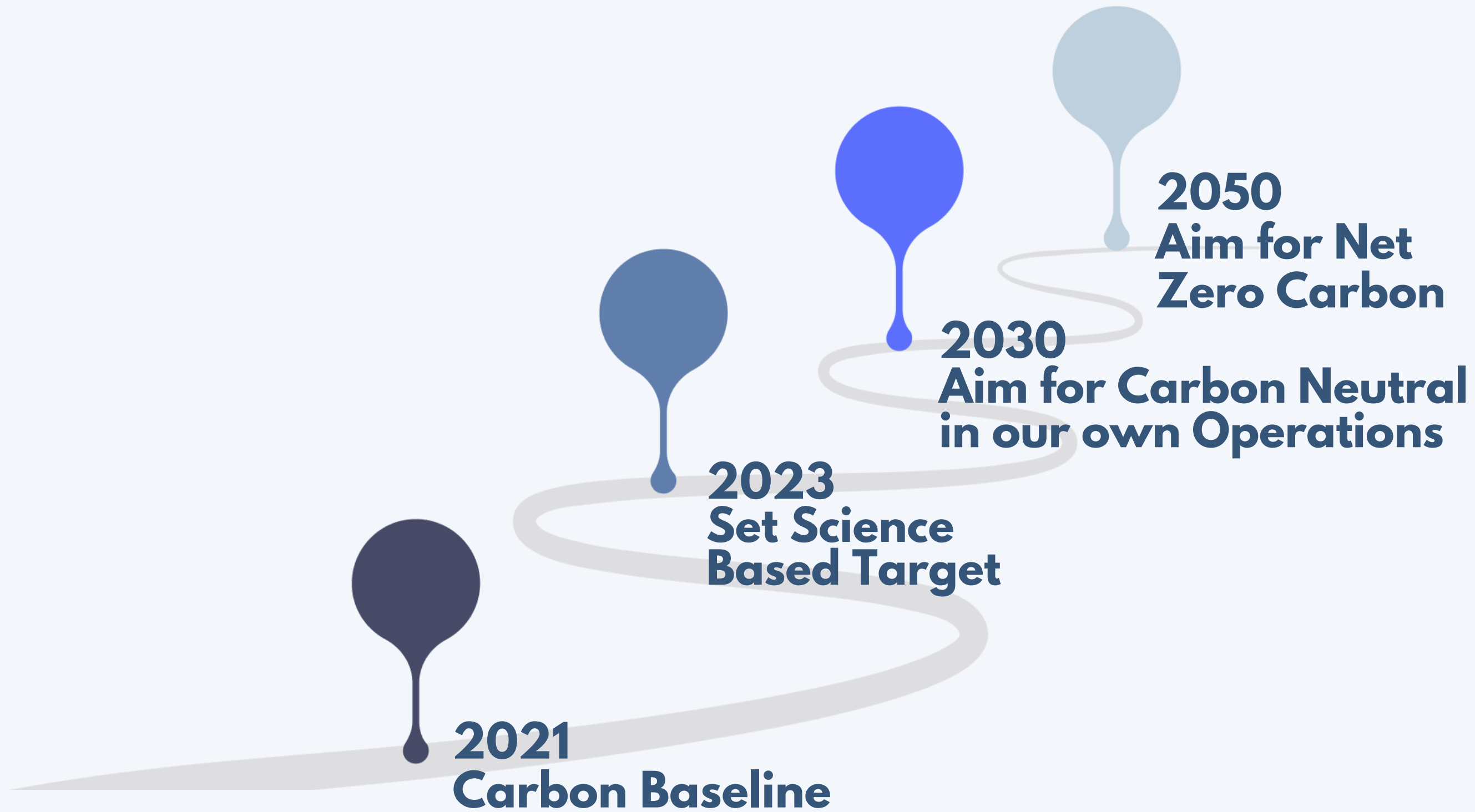


E ENVIRONMENT
REDUCE OUR ENVIRONMENTAL IMPACT AND TO HAVE A POSITIVE, SUSTAINABLE IMPACT WHEREVER WE WORK.





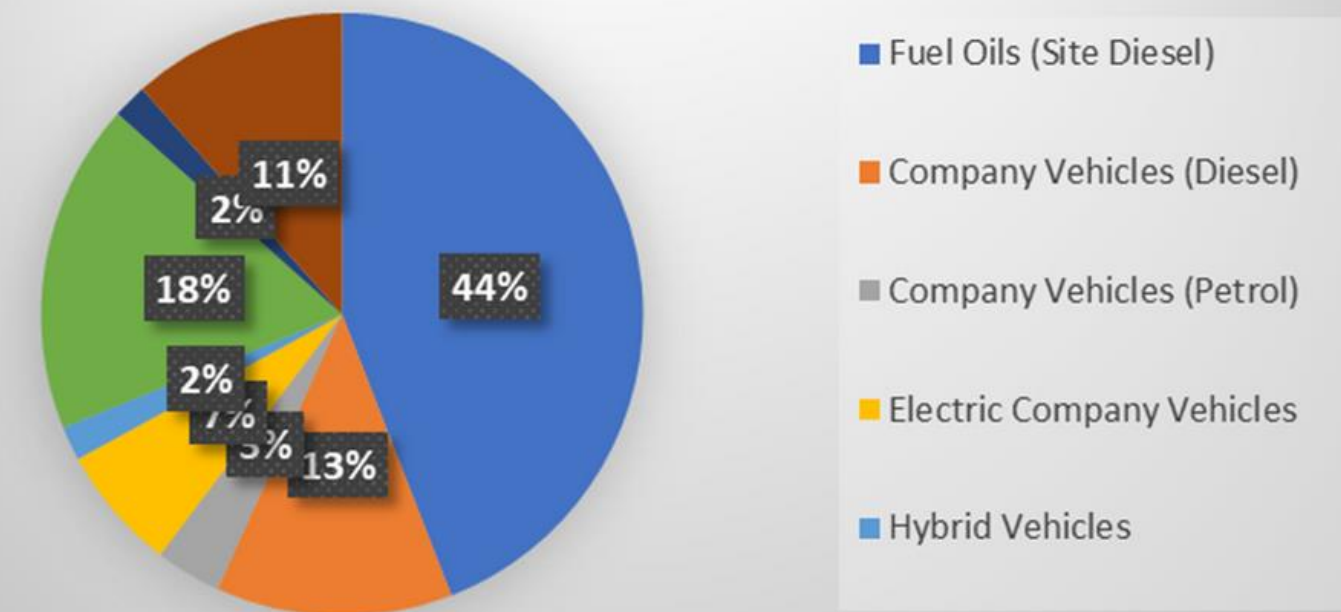
Our Carbon Timeline





Carbon Management & Diesel Reduction

Aden Contracting's Key Reporting Factors



At Aden Contracting, we acknowledge that the energy, products, and services we rely on contribute to greenhouse gas emissions, which play a significant role in climate change.

As a company operating within the built environment, a sector responsible for a substantial portion of global carbon emissions, we are deeply aware of the environmental challenges posed by our industry. Recognising our responsibility, we are committed to reducing greenhouse gas emissions from diesel engines through strategies that enhance fuel efficiency and minimise idling. These efforts not only address climate change but also contribute to improving energy security and supporting economic resilience.

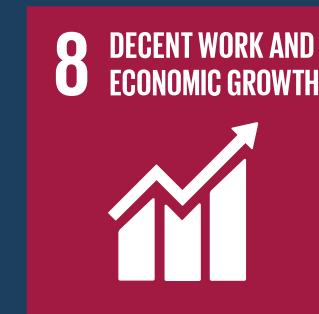
We prioritise ongoing improvements in diesel reduction and carbon management, embedding these practices into our operations as a continuous and essential focus.

By setting proactive, achievable targets, such as optimizing fuel economy, transitioning to biofuels where sustainably possible and implementing idle reduction strategies, we are taking meaningful steps toward minimising our carbon footprint and driving sustainable progress.

This commitment reflects our dedication to mitigating our environmental impact while contributing to a more sustainable future for the construction industry and beyond.



Sustainable Procurement



At Aden Contracting, sustainable procurement is a fundamental part of our commitment to responsible business practices. We strive to source goods and services in a way that balances economic, social, and environmental considerations, ensuring long-term benefits for our business, suppliers, and the communities we serve.

- We prioritise suppliers and materials that minimise environmental impact, such as those with reduced carbon footprints, lower waste production, or certified sustainable origins.
- Wherever possible, we seek opportunities to incorporate recycled and renewable materials into our projects.
- We work with suppliers who uphold high ethical standards, ensuring fair labour practices, respect for human rights, and compliance with all legal and regulatory requirements.
- We aim to support local economies by prioritising partnerships with local suppliers and contractors.
- We encourage diversity within our supply chain by working with small businesses where possible.
- We collaborate with suppliers to explore innovative solutions that promote sustainability, such as optimising packaging, improving delivery efficiency, and adopting energy-efficient products.
- We leverage life cycle thinking to evaluate the long-term environmental and social impacts of the products and services we procure.

Our procurement processes are designed to be transparent, fair, and accountable. We regularly assess our supply chain to ensure alignment with our sustainability goals. By embedding sustainability into our procurement processes, Aden Contracting ensures that every purchasing decision contributes to a more sustainable future. This approach not only reduces environmental impact but also strengthens community ties, promotes ethical practices, and drives innovation within our industry.



Our Positive Environmental Impact



We are committed to responsible environmental practices across all areas of our business, ensuring that sustainability is integral to our projects and operations;

Waste Management

We will implement comprehensive waste management plans across all sites to ensure the efficient handling of construction waste. Our targets include diverting waste from landfills by significantly increasing recycling and reuse rates, contributing to a circular economy.

Energy Efficiency

We are focused on transitioning to low-energy and renewable energy systems both on project sites and within our company operations. Additionally, we will optimise fleet operations by adopting fuel-efficient vehicles and strategically planning routes to minimise fuel consumption and associated emissions.

Sustainable Materials

To reduce transportation emissions, we aim to source materials locally whenever possible. Furthermore, we will work closely with our suppliers to ensure that the materials we use meet recognised sustainability certifications, reinforcing our commitment to responsible procurement.

These actions reflect our dedication to environmental stewardship and our role in creating a sustainable future for our industry.

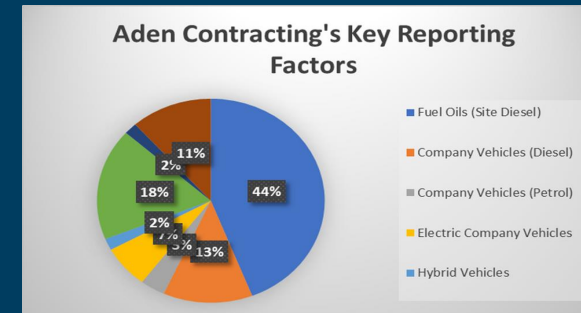
Our Approach



Aden Contracting is proud to pledge the planting of a minimum of 200 trees annually in partnership with the Forest of Marston Vale. Since becoming Corporate Friends in 2021, we have actively supported their mission by collaborating with the community and local businesses.

To date, we have hosted three corporate planting days, during which over 700 trees have been planted. This is just the beginning of our ongoing commitment to environmental stewardship.

The Forest of Marston Vale is dedicated to maintaining a vital balance between environmental preservation and new developments. Their ambitious goal is to increase tree cover to 30%, equating to the planting of an additional 5 million trees. The charity works tirelessly to ensure that every new development contributes to an overall net environmental gain.



At Aden, reducing carbon emissions is a priority. To better understand and address our impact, we have begun apportioning our carbon data by analysing emissions across all aspects of our operations, including energy use, transportation, fuel consumption, and waste management.

Using our data, we calculated our carbon footprint with the Government's GHG Conversion Factors, converting energy use into CO2 equivalents. Quarterly internal reporting enables us to identify emission hotspots and assess the carbon intensity of different activities.

We present our findings apportioned, showing each aspect's contribution to our total carbon footprint relative to turnover per client. This approach helps pinpoint areas requiring targeted mitigation efforts, such as improving energy efficiency, transitioning to renewable energy, and reducing waste.

Ongoing monitoring and regular reporting allow us to track progress toward reduction goals and refine our strategies for maximum impact. By understanding and acting on our carbon data, we are committed to enhancing sustainability and contributing to the fight against climate change.



At Aden, we take a proactive approach to minimising our environmental impact. By implementing the following initiatives, we are confident in our ability to achieve our sustainability goals:

- Reduce waste and emissions through more efficient operations.
- Implement practices that promote environmental preservation.
- Maximise the reuse of materials wherever possible.
- Focus on reducing packaging waste.
- Foster a culture of sustainability among employees.
- Commit to zero waste to landfill by employing waste minimization strategies.
- Invest in EVs to reduce carbon emissions where possible.
- Partner with suppliers to optimise delivery schedules and explore packaging alternatives to minimize waste.
- Embrace Life Cycle Thinking, Consider the entire lifecycle of products and materials to ensure sustainability at every stage.

Through these initiatives, Aden remains steadfast in our commitment to reducing our environmental footprint and contributing to a more sustainable future.



Our Positive Social Impact



Aden Contracting is committed to creating positive social impact through meaningful engagement and fostering excellence in the workplace.

Community Engagement

We will actively collaborate with local communities to identify and support projects that address their needs. To further contribute to local economic development, we will prioritise hiring and training local workers, equipping them with valuable skills and opportunities.

School & College Engagement

We invest time, resources, and expertise in schools and colleges, it not only creates a skilled future workforce but also builds goodwill and strengthens our community ties. This dual impact contributes significantly to our long-term success and reputation.

Workplace Excellence

Our workforce is at the heart of our operations, and we are dedicated to promoting diversity, equity, and inclusion across all levels of the organisation. We will invest in ongoing employee training to ensure our teams are well-versed in the latest sustainability practices and innovations, enabling them to contribute to our mission. Additionally, we will uphold rigorous health and safety standards to achieve our goal of zero harm on every project.

Action against Modern Slavery

Our vision is to make our sites and offices as safe as possible by prioritising modern slavery due diligence across the company. This requires a collective commitment and strong collaboration between main contractors and subcontractors, recognising that modern slavery is a project-wide issue, not just a trade-specific concern. Through these efforts, Aden Contracting strives to make a lasting and meaningful difference in the communities where we operate while fostering a positive and inclusive workplace culture.

Our Approach



Aden Contracting is officially accredited as a Living Wage Employer, ensuring that every member of our team earns a real Living Wage.

The real Living Wage surpasses the government's minimum or National Living Wage. It is an independently calculated hourly rate, based on the actual cost of living, and is reviewed annually by the Living Wage Foundation during Living Wage Week.

Aden Contracting is proud to join over 9,000 organisations that voluntarily pay the real Living Wage. We firmly believe that a hard day's work deserves a fair day's pay.

Our commitment extends beyond directly employed staff to include all third-party contracted workers, ensuring fair compensation for everyone contributing to our success.

At Aden Contracting, we are dedicated to supporting our team and championing fair pay across our operations.



At Aden Contracting, we believe in nurturing talent and investing in the future workforce. Our apprenticeship programme and engagement with schools and colleges are key pillars of our commitment to developing skills, supporting education, and contributing to the communities we serve.

Our apprenticeship programme is designed to provide individuals with hands-on experience, tailored training, and mentorship to build successful careers in the construction and contracting industries.

We are passionate about inspiring the next generation to explore opportunities in construction and related fields. Our initiatives include: Workshops and Presentations: Hosting interactive sessions to introduce students to careers in construction and demonstrate the diverse opportunities available.

We actively participate in school and college career fairs to connect with students and showcase pathways into the industry. As well as collaborating with schools and colleges to align our initiatives with educational needs to ensure students receive meaningful support.

By offering apprenticeships and engaging with schools and colleges, we aim to bridge the skills gap in the construction sector, inspire young talent, and create opportunities for individuals to thrive in fulfilling careers. This approach not only benefits Aden Contracting but also strengthens the industry and supports community development.



At Aden Contracting, we recognise the importance of building strong relationships with the communities where we operate. Our community engagement efforts are rooted in fostering positive connections, supporting local needs, and creating lasting benefits for the areas we work.

We actively participate in and contribute to community projects, events, and charitable activities that align with our values and enhance local well-being.

We are committed to minimising our environmental impact and working closely with local communities to ensure new developments contribute positively to the area.

By prioritising sustainability, we aim to balance growth with environmental preservation and community well-being.

Whenever possible, we prioritise working with local suppliers, subcontractors, and businesses, helping to boost the local economy and build lasting partnerships.

Community engagement is more than a responsibility for Aden Contracting—it's a cornerstone of our business. We are dedicated to creating positive, lasting impacts that go beyond construction, contributing to vibrant, thriving communities for generations to come.



Governance & Accountability



Aden Contracting is committed to maintaining strong governance and accountability practices to uphold our sustainability goals and responsibilities.

Transparent Reporting

We will publish an annual sustainability report that highlights our progress, achievements, and areas for improvement. This report will include measurable goals aligned with global sustainability frameworks, such as the United Nations Sustainable Development Goals (SDGs), ensuring our efforts are both impactful and aligned with international standards.

Stakeholder Engagement

To foster collaboration and alignment, we will regularly communicate with stakeholders, including clients, suppliers, and community members, regarding our sustainability objectives. By encouraging feedback and remaining responsive to emerging sustainability challenges, we aim to continuously refine and enhance our practices.

Regulatory Compliance

We will ensure that all our operations comply with relevant local, national, and international environmental laws and standards. Additionally, we will actively participate in industry initiatives and pursue certifications related to sustainability, demonstrating our commitment to best practices and leadership in the field.

Through these efforts, we will build trust, drive accountability, and ensure the effectiveness of our sustainability initiatives.



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