

OUR PROACTIVE APPROACH

Scaling Smarter. Building Greener. Investing in People.

Sustainability Strategy, 2026 Update



INTRODUCTION

At Aden Contracting, sustainability is embedded into how we operate, grow, and deliver value.

As a specialist groundworks contractor, we recognise our responsibility to reduce environmental impact, support local communities, and operate with strong governance. Our approach goes beyond compliance, we are building a resilient, low-carbon, socially responsible business that supports both our clients and the wider built environment.

Our strategy is built around three pillars:

Environmental Responsibility

Social Value & Workforce Development

Governance & Accountability



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OUR AREAS 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

At Aden Contracting, we are proud to align our proactive targets with the United Nations Sustainable Development Goals (SDGs). This alignment provides a clear framework for setting ambitious objectives and delivering measurable, meaningful impact across our operations, workforce, supply chain, and communities.

Carbon Management as a Core Priority

Carbon management is at the heart of everything we do. We are embedding sustainability into our organisational culture, operational decisions, and everyday practices to ensure long-term environmental responsibility.

Achieving Carbon Neutrality by 2030

We are committed to achieving **carbon neutrality across all operations by 2030**. This ambitious goal demonstrates our leadership in reducing environmental impact and driving sustainable business practices.

Workforce Development

We will ensure that **5% of our workforce are apprentices within the next five years**, fostering skills development, career growth, and economic opportunity for local communities.

Sustainable Procurement

We will integrate **carbon impact considerations into every procurement decision**, prioritising low-carbon alternatives to reduce the footprint of our supply chain while maintaining high-quality standards.

Emissions Tracking and Reporting

We maintain **rigorous oversight of our emissions** through quarterly carbon reporting, applying UK Government Greenhouse Gas (GHG) conversion factors to ensure transparency, accuracy, and accountability.

Supplier Transparency

We actively collaborate with our suppliers to gather **Environmental Product Declarations (EPDs)**, validate emissions data, and promote accountability throughout our supply chain.

Community Impact

We are committed to enhancing the well-being of the communities we serve. By aligning our initiatives with the **Social Value National TOMS Framework**, we ensure our efforts deliver measurable, meaningful social impact.

Together, these proactive targets reflect Aden Contracting's dedication to environmental stewardship, social responsibility, and sustainable progress, reinforcing our position as a leader in sustainable construction and facilities management.



ADEN

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.



CARBON MANAGEMENT



At Aden Contracting Ltd, we recognise that Groundworks is plant-intensive and fuel-dependent. We therefore focus on practical, measurable carbon reduction across our operations.

Our operations, particularly the use of plant, vehicles, materials, and energy, contribute to greenhouse gas emissions. As part of the built environment sector, we are committed to playing an active role in reducing carbon emissions and supporting the transition to a low-carbon economy.

Our approach to carbon management is structured and data-driven, underpinned by clearly defined KPIs that enable us to measure, monitor, and continuously improve our performance. We track total GHG emissions (Scope 1 & 2), carbon intensity per project or revenue, fleet emissions, and the proportion of low-emission plant and vehicles. These indicators allow us to set meaningful targets and ensure accountability across all areas of the business.

A key priority is reducing emissions associated with diesel use. We are implementing practical measures to improve fuel efficiency, enforce anti-idling practices, and optimise site logistics and operations. Alongside this, we are increasing the use of low-emission and electric plant, as well as exploring the use of sustainable biofuels where operationally viable.

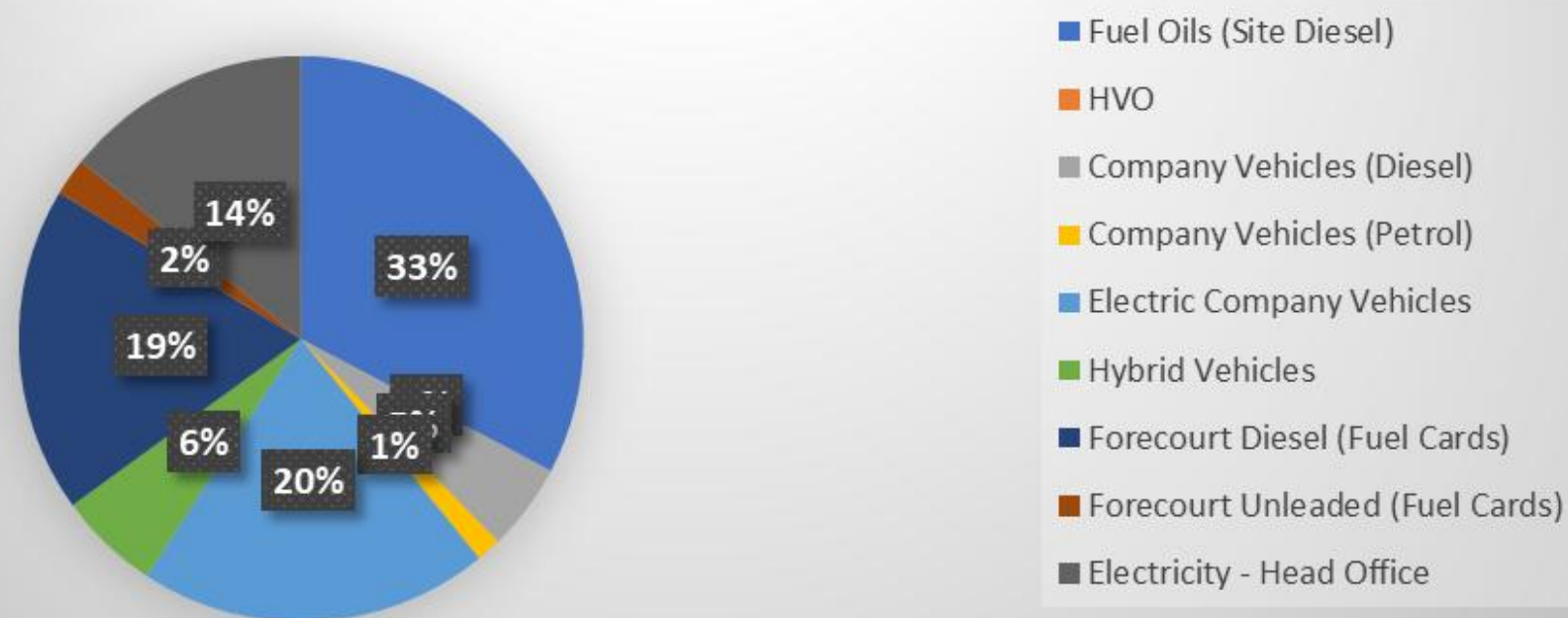
We are also focused on reducing carbon through improved energy and resource efficiency. This includes lowering overall energy consumption, increasing the use of renewable energy, reducing material usage, and maximising the use of recycled and sustainable materials. Waste reduction and improving diversion from landfill remain key priorities across all projects.

Recognising the importance of collaboration, we work closely with our supply chain and clients to reduce both operational and embodied carbon. This includes engaging suppliers on sustainability standards and identifying lower-carbon solutions at every stage of project delivery.

Our commitment is supported by transparent reporting, regular performance reviews, and ongoing employee training and engagement, ensuring that carbon reduction remains embedded in our culture and day-to-day operations.

Through this structured approach, Aden Contracting Ltd is committed to delivering measurable reductions in carbon emissions while maintaining the high standards of quality, safety, and reliability expected by our clients.

Aden Contracting's Key Reporting Factors



OUR CARBON ROADMAP

2021 (Baseline Year)

- Established carbon baseline across operations
- Measured Scope 1 & 2 emissions (fuel, plant, vehicles, electricity)
- Begin supply chain engagement on sustainability
- Identified key carbon hotspots in groundworks activities

2023 (Set Science Based Target)

- Introduced fuel efficiency policies.
- Began transition to low-emission plant, vehicles and equipment
- Improved waste segregation and recycling rates on-site
- Embed sustainability into project planning and procurement

2026 (Strategy Milestone)

- Achieve measurable reduction in operational emission 20% Reduction vs Baseline
- 40% Reduction in Idling Time
- Increase use of electric / hybrid plant where viable
- Partner with suppliers aligned to low-carbon practices
- 90% Waste Diversion

2027-2028 (Acceleration Phase)

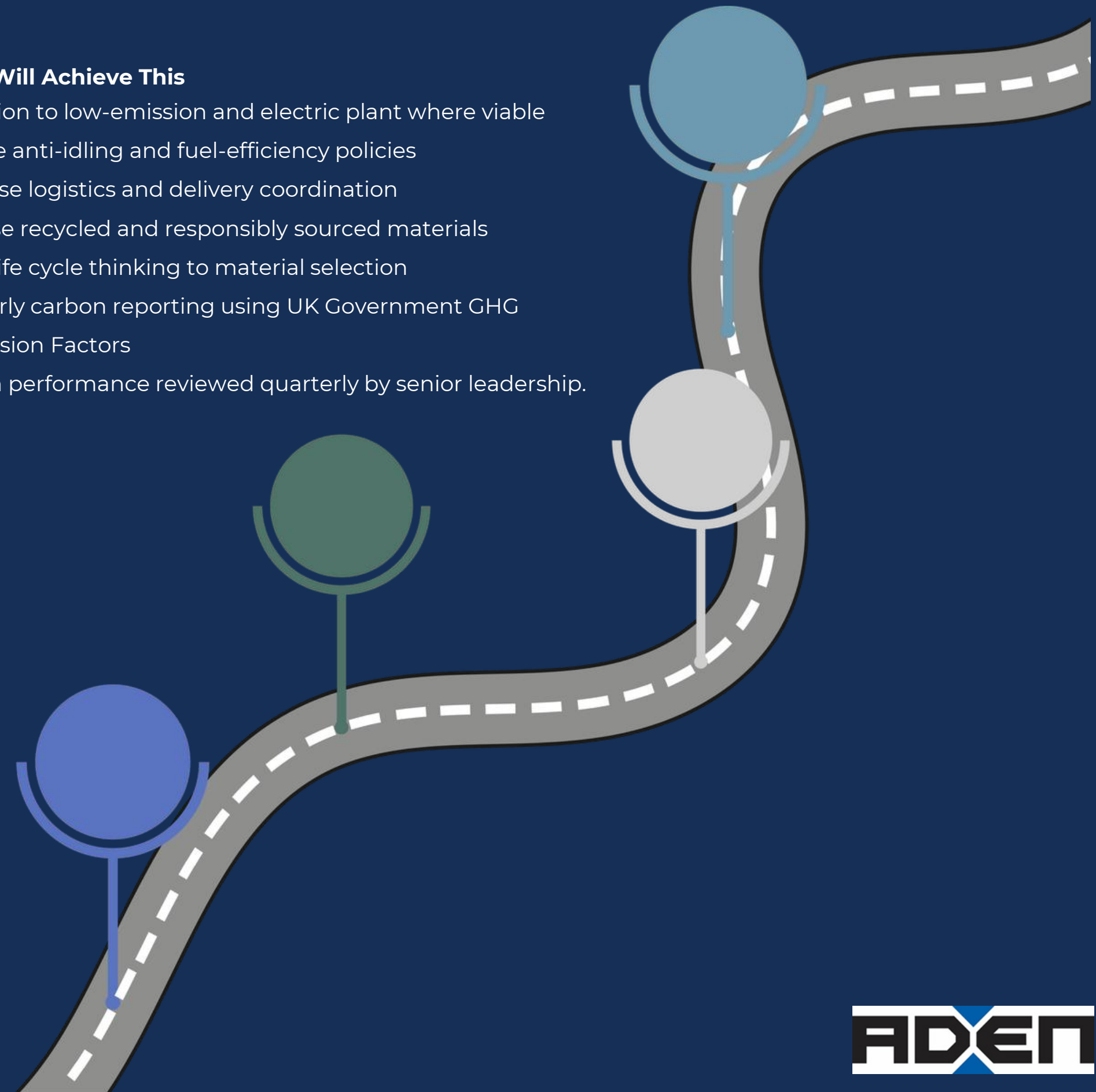
- 35% Carbon Reduction
- Expand low-carbon fleet by 40% and alternative fuels adoption
- Reduce embodied carbon through smarter material choices
- Commit to Measuring Scope 3 Emissions.
- Strengthen reporting and transparency (client & stakeholder focus)

2030 (Target Year)

- 50% Reduction in emissions and Operational Carbon Neutral
- Majority of plant and vehicles low or zero emission
- Fully integrated sustainable procurement practices
- Recognised as a leader in sustainable groundworks delivery

How We Will Achieve This

- Transition to low-emission and electric plant where viable
- Enforce anti-idling and fuel-efficiency policies
- Optimise logistics and delivery coordination
- Increase recycled and responsibly sourced materials
- Apply life cycle thinking to material selection
- Quarterly carbon reporting using UK Government GHG Conversion Factors
- Carbon performance reviewed quarterly by senior leadership.



SUSTAINABLE PROCUREMENT

Our supply chain significantly influences our carbon footprint and wider environmental and social impact. At Aden Contracting Ltd, sustainable procurement is central to how we deliver projects and create long-term value. We are committed to sourcing goods and services responsibly, balancing environmental performance, social responsibility, and commercial value in every procurement decision.

We commit to:

Embedding carbon impact into procurement decisions

We consider both operational and embodied carbon when selecting suppliers, subcontractors, and materials. Procurement decisions are informed by life-cycle thinking, helping us reduce emissions associated with sourcing, manufacturing, transport, and end-of-life disposal.

Increasing the use of recycled and low-carbon materials

Where practical, we prioritise products with recycled content, certified sustainable sources, and lower embodied carbon. This supports our wider goals around resource efficiency, waste reduction, and circular economy principles.

Working with suppliers who provide emissions transparency

We actively engage suppliers that demonstrate strong environmental performance and are able to share data on their carbon emissions, sustainability practices, and improvement plans. This transparency helps us measure, manage, and reduce supply chain impacts.

Supporting SMEs and local businesses

Where possible, we prioritise local suppliers and subcontractors, helping to strengthen regional economies, create opportunities for smaller businesses, and reduce transport-related emissions.

Monitoring supplier sustainability performance

We regularly review our supply chain against sustainability KPIs, including environmental practices, material sourcing, waste management, and carbon reduction efforts. Through ongoing collaboration, we encourage continuous improvement and innovation across our projects.

Through strong partnerships and responsible sourcing, Aden Contracting Ltd ensures our procurement activities support both successful project delivery and the transition to a more sustainable built environment.



ENVIRONMENTAL IMPACT

At Aden Contracting Ltd, we recognise that our activities interact with and impact the environment. In line with our Environmental Management System and ISO 14001 principles, we are committed to identifying, managing, and reducing the environmental impacts of our operations while continually improving our performance.

As a groundworks subcontractor, we work closely with our clients, and the wider supply chain to ensure environmental risks are controlled and sustainability objectives are delivered across our projects.

Waste Management

Construction waste is a key environmental aspect of our operations. We manage waste through site-specific controls that focus on:

- Reducing waste at source through efficient planning and material use
- Maximising reuse and recycling to divert waste from landfill
- Ensuring compliant handling, storage, and disposal of all waste streams

These actions support our goal of reducing waste generation and promoting a more circular approach to construction.

Energy Efficiency

Energy use and associated emissions are significant considerations. We aim to reduce consumption and improve efficiency by:

- Monitoring and reducing energy use across operations
- Increasing the use of renewable energy where practical
- Improving fleet efficiency through route planning and reduced idle time
- Using fuel-efficient and lower-emission plant and vehicles

Sustainable Materials

Material sourcing plays a key role in embodied carbon and resource use. We aim to:

- Prioritise locally sourced materials to reduce transport emissions
- Increase the use of recycled and responsibly sourced materials
- Work with suppliers who meet recognised sustainability standards

Our procurement approach considers the full life cycle of materials, from sourcing to end-of-life.

Biodiversity

We recognise that construction can affect local biodiversity. While overall management typically sits with the principal contractor and design team, we support biodiversity protection by:

- Complying with all ecological and environmental requirements
- Protecting habitats, species, and designated areas
- Implementing controls to prevent pollution and disturbance
- Supporting biodiversity enhancement measures where possible

Our Commitment

We monitor our environmental performance through key indicators including waste reduction, recycling rates, energy use, and sustainable material sourcing. These are regularly reviewed to support continual improvement and help deliver more sustainable construction projects.



OUR APPROACH

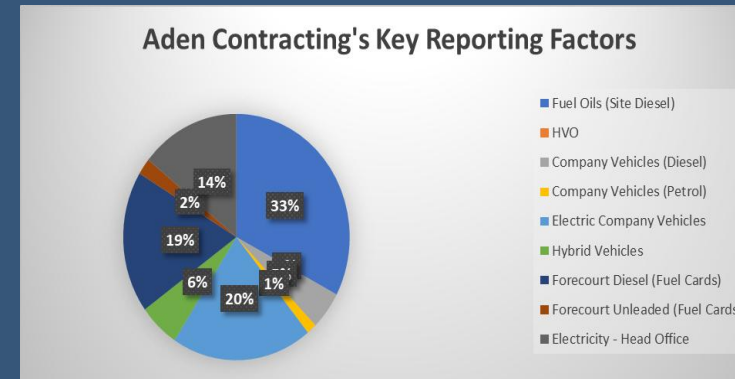


Aden Contracting proudly commits to planting at least 200 trees annually in partnership with the Forest of Marston Vale.

Since becoming Corporate Friends in 2021, we have actively supported their mission, working alongside the community and local businesses.

To date, we have hosted five corporate planting days, planting over 1,250 trees, a strong start to our ongoing environmental commitment.

The Forest of Marston Vale works to balance environmental preservation with sustainable development, aiming to increase tree cover to 30% through the planting of 5 million additional trees, ensuring every new development delivers a net environmental gain.



At Aden, reducing carbon emissions is a core priority. We analyse emissions across energy use, transport, fuel, and waste to understand our impact.

Using the Government's GHG Conversion Factors, we calculate our carbon footprint and report quarterly, identifying hotspots and assessing carbon intensity by activity and client turnover.

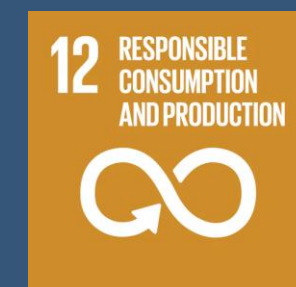
This data drives targeted actions, improving energy efficiency, switching to renewables, and reducing waste. Continuous monitoring ensures we track progress and refine strategies, reinforcing our commitment to sustainability and the fight against climate change.



At Aden, we take a proactive approach to minimising our environmental impact through targeted initiatives:

- Reduce waste and emissions via efficient operations.
- Promote environmental preservation and maximise material reuse.
- Cut packaging waste and aim for zero waste to landfill.
- Invest in EVs and optimise supplier deliveries to lower carbon emissions.
- Foster a culture of sustainability across our workforce.
- Apply Life Cycle Thinking, ensuring products and materials are sustainable at every stage.

These actions reflect Aden's commitment to reducing our environmental footprint and building a more sustainable future.





SOCIAL IMPACT

At Aden Contracting Ltd, we are committed to creating a positive and lasting social impact through responsible business practices, meaningful community engagement, and a strong focus on our people. As a subcontractor in the construction sector, we support our clients in delivering projects that benefit both the built environment and the communities in which we operate.

Our approach focuses on strengthening local communities, developing future talent, fostering an inclusive workplace, and maintaining the highest ethical standards.

Community Engagement

We engage with the communities surrounding our projects to understand and support local needs. Wherever possible, we prioritise local employment and work with regional suppliers, helping to create jobs, build skills, and contribute to long-term social and economic value.

Education & Skills Development

Through our **“Groundworks in the Classroom”** initiative, we work with schools and colleges to raise awareness of careers in construction and civil engineering. By sharing knowledge and promoting opportunities within the sector, we aim to support the development of the next generation of skilled professionals.

Our People

Our workforce is central to our success. We are committed to creating a safe, inclusive, and supportive working environment where everyone has the opportunity to develop and succeed. We invest in training, promote diversity and inclusion, and maintain a strong safety culture with the goal of achieving zero harm across our operations.

Ethical Business

We operate with integrity and uphold high ethical standards across our business and supply chain. This includes a zero-tolerance approach to modern slavery and unethical labour practices. We work with clients and supply chain partners to ensure compliance with legislation and to promote fair, respectful working conditions for all.

Our Commitment

We track our social impact through key indicators such as workforce development, community engagement, local employment, and supply chain compliance. By embedding these principles into our operations, Aden Contracting Ltd aims to create lasting value for our people, our partners, and the communities we serve.

OUR APPROACH



At Aden Contracting, creating meaningful social value begins with how we support our people.

We are proud to be an accredited Living Wage Employer, ensuring every member of our team earns the real Living Wage, an independently calculated rate based on the true cost of living, reviewed annually by the Living Wage Foundation. It exceeds the government's minimum and National Living Wage.

Our commitment goes beyond directly employed staff. We also ensure that third-party contracted workers contributing to our operations receive the real Living Wage, promoting fairness across our supply chain.

By championing fair pay, we strengthen financial wellbeing, support local communities, and embed social value into everything we do.



At Aden Contracting, creating lasting social value means investing in people and building the workforce of tomorrow.

Our apprenticeship programme provides hands-on experience, structured training, and mentorship to equip individuals with the skills and confidence to succeed in construction and contracting.

We also work closely with schools and colleges to inspire future talent through careers fairs, workshops, and classroom sessions that showcase clear pathways into the industry.

A key element of our engagement is through our Groundworks in the Classroom initiative, we bring real-world construction knowledge directly into schools, giving students practical insight into groundworks, site safety, and career opportunities within civil engineering.

By developing skills and creating accessible career pathways, we help bridge the industry skills gap while strengthening the communities we serve.



At Aden Contracting, delivering social value means building lasting relationships within the communities where we operate.

We support local initiatives, community projects, and charitable activities that enhance wellbeing and create meaningful, long-term impact. We work closely with stakeholders to ensure our developments contribute positively to the area while minimising environmental impact through responsible and sustainable practices.

Wherever possible, we prioritise local suppliers, subcontractors, and businesses, helping to strengthen regional economies and build lasting partnerships.

Community engagement is fundamental to how we operate. Through collaboration, responsible growth, and local investment, we are committed to creating positive, lasting value beyond construction.



GOVERNANCE & ACCOUNTABILITY

Strong governance underpins the successful delivery of our sustainability strategy. At Aden Contracting Ltd, we recognise that meaningful environmental and social outcomes require clear oversight, transparent reporting, and accountability at every level of the business. Sustainability is embedded within our management structure and forms a standing agenda item at senior management meetings, ensuring that environmental and social considerations are integrated into strategic decision-making and operational planning.

Transparent Reporting & Oversight

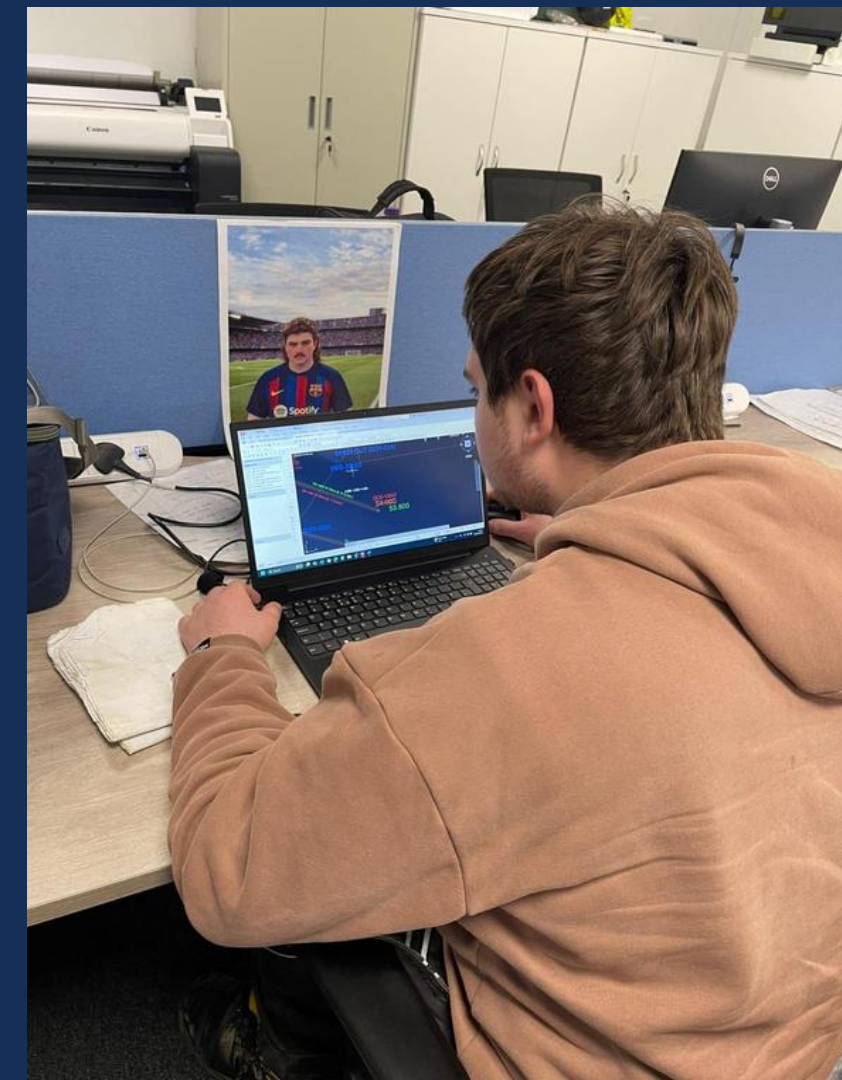
We are committed to open and transparent reporting of our sustainability performance. Progress is monitored through quarterly sustainability performance reviews, enabling us to track key metrics, assess progress against targets, and identify opportunities for improvement. Each year, we publish an Annual Sustainability Report outlining our progress, key achievements, and areas for development. Our reporting aligns with recognised frameworks, including the United Nations Sustainable Development Goals (SDGs), ensuring our actions contribute to wider global sustainability objectives.

Environmental Compliance & Standards

Environmental responsibility is embedded within our operational controls and supported by our Environmental Management System, aligned with ISO 14001 principles. We comply with all relevant environmental legislation and industry standards, while continuously seeking opportunities to improve our environmental performance.

Transparency & Accountability

We are committed to transparent emissions reporting, enabling us to measure, manage, and reduce our carbon footprint across operations and our supply chain. By maintaining clear governance structures and measurable performance indicators, we ensure that sustainability commitments translate into meaningful action. Through strong governance, transparent reporting, and continuous review, Aden Contracting Ltd ensures its sustainability strategy remains accountable, credible, and aligned with industry best practice.



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