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Purpose

The Adler & Allan Group recognise the importance of managing its operations to ensure the safety of the environment and to encourage biodiversity. We believe that sustainable development whilst reducing our impact on the environment makes good business sense and is an integral part of the business and ESG strategy. This policy sets out our commitment to understand and improve the impact that our operations and value chain has on biodiversity and ecosystems.

Scope

This policy and connected procedures relate to any Adler & Allan activity that could positively or negatively impact ecosystems and biodiversity, within our direct operations or those of our value chain.

Key Responsibility

The Group Sustainability Manager, ESG Action Group, and SHEQ Team have overall responsibility for implementation and monitoring of this policy.



JET AIRE

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Priority Locations

The WWF Biodiversity Risk Filterⁱ has been used to identify the priority locationsⁱⁱ within our direct operations. The following priority locations are the Adler & Allan sites which have received the highest ranking for potential biodiversity risk. The risk score is based on the likely impact and dependency of the site's operations on nature; the sensitivity of the surrounding environment; and the reputational risk of real or perceived misconduct regarding nature in these areas. The scores have been calculated using industry averages and geospatial data, and represent potential risk, not actual impact.

Table 1: Priority Locations

Site Name	WWF Combined Risk Score
Darlington	3.28
Montrose	3.28
Chichester	3.25
Hamble	3.25
Hebburn	3.23
Team Valley	3.23
Broadwoodwidge	3.16
Gunnislake	3.16
Rochford	3.16
Risby	3.15

Figure 1: Physical Biodiversity Risk Areas

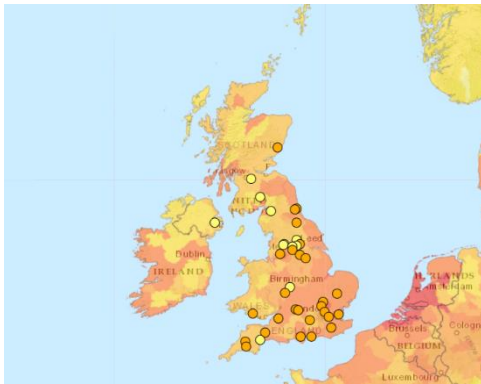
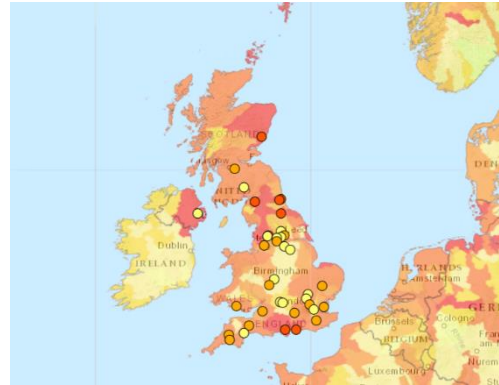


Figure 2: Reputational Biodiversity Risk Areas



Maps created by WWF Biodiversity Risk Filter

Biodiversity Commitments

Adler & Allan's Biodiversity Commitments are made in recognition of and alignment with the 2050 Goals and 2030 Targets of the Kunming-Montreal Biodiversity Framework (2022).

1. Strategy and Regulations

- Adler & Allan recognise that its operations have the potential to impact biodiversity both directly and indirectly, and that it has a responsibility to manage these impacts. The Group will continue to embed biodiversity into its business strategy.
- The Group will comply with all relevant local, national and international biodiversity regulations and standards.

2. Improving our Understanding

- We are committed to improving our understanding of our direct and indirect impact on biodiversity through further biodiversity impact assessments of priority locations, services and products.
- We will develop our approach to understanding biodiversity risk, opportunity, impact and dependencies by following the Taskforce for Nature-Related Financial Disclosures (TNFD) guidelines.

3. Improving our Impact

- We will apply the mitigation hierarchy (avoid, minimise, restore and rehabilitate, and finally offset) to reduce the negative biodiversity impact of our sites, products and service delivery. These actions include:
 - Minimising the impact on habitats and biodiversity from site maintenance, remediation work and prevent pollution.
 - Minimising the impact on biodiversity from construction works and, where possible, install nature based solutions and seek a net-increase in ecological value through project design and delivery.

- Ensure ecological surveys are completed prior to, and post completion of, building work and the results are documented.
- Adler & Allan will also engage with external partners and charity organisations to support projects that will help to restore biodiversity and ecosystems in our local communities.

4. Metrics & Targets

- Adler & Allan commit to setting biodiversity impact baselines and improvement targets for our priority locations in line with the Science-Based Targets for Nature (SBTN), TNFD guidance, and the Kunming-Montreal Biodiversity Framework.

5. Training & Education

- Adler & Allan will provide training for staff to ensure employees are able to meet the requirements of the Biodiversity and Environmental Policies and ensure that the supply chain is provided with a copy of the ESG Report and accompanying policies.
- The Group will raise awareness of staff about the climate and ecological crisis and what measures they can take to help mitigate the major loss of biodiversity and ecosystems.
- Adler & Allan will also seek to support research projects and education opportunities that will conserve and, where possible, enhance habitats and biodiversity on our sites and at our permanent depots and encourage staff to connect with nature.

Review

This policy will be reviewed on an annual basis.

Signed:



Henrik Pederson

Position: CEO

Date: **October 2024**

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ⁱ More information about the WWF Risk Filter methodology can be found here: <https://riskfilter.org/>

ⁱⁱ 'Priority locations' are defined by the Taskforce for Nature-Related Financial Disclosures (TNFD) as follows:

Material locations: Locations where an organisation has identified material nature-related dependencies, impacts, risks and opportunities in its direct operations and upstream and downstream value chain(s); and/or

Sensitive locations: Locations where the assets and/or activities in its direct operations and, where possible upstream and downstream value chain(s) – interface with nature in:

- Areas important for biodiversity; and/or
- Areas of high ecosystem integrity; and/or
- Areas of rapid decline in ecosystem integrity; and/or
- Areas of high physical water risks; and/or
- Areas of importance for ecosystem service provision, including benefits to Indigenous Peoples, Local Communities and stakeholders.