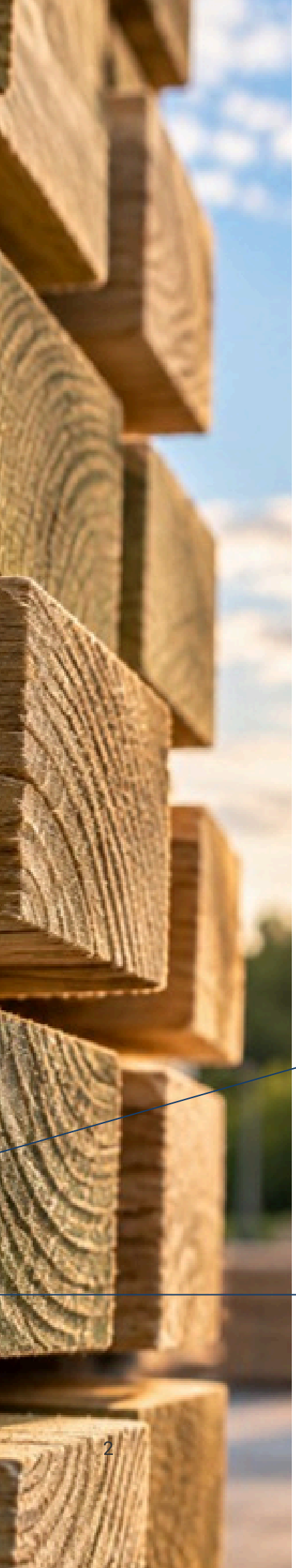


Building for a more sustainable future

Our sustainability approach

tennants
roads and construction



Sustainability ingrained

Responsible business, sustainable infrastructure and long-term value

At Tennants Roads & Construction, sustainability is about more than reducing our environmental impact.

It is about how we operate our businesses, support our customers, work with our suppliers, invest in our people and contribute to the communities and infrastructure that connect us.

We are committed to continually improving how we operate — creating a more resilient business while helping our customers and partners achieve their own sustainability ambitions.

Building resilience. Creating value. Making a difference.

> Sustainability is built through the decisions we make every day - how we operate, what we invest in, who we work with and the value we create for the future.

Tim Glenn
Managing Director, Tennants Roads & Construction

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Our approach to sustainability






Sustainability built into how we do business

Tennants Roads & Construction brings together businesses operating across roads, construction, maintenance, specialist products, materials and infrastructure.

The work we do supports essential infrastructure and regional connectivity. With that comes a responsibility to consider the environmental, social and economic impact of how we operate.

Our approach is focused on practical action. We are working to reduce energy consumption and carbon emissions, use resources more efficiently, strengthen responsible procurement, invest in our people and work collaboratively with customers and suppliers to identify more sustainable solutions.

Sustainability is increasingly embedded into our planning, procurement, operations and decision-making, supported by established management systems and clear accountability across the division.

Our ambition

To operate sustainably across all our business units, reducing environmental impact, enhancing community value and ensuring long-term business resilience.

Our long-term ambition is to achieve net-zero emissions by 2050, while continuing to reduce resource consumption and support circular economy principles.

We recognise that this will require sustained action, investment, innovation and collaboration - and that is why we are committed to measuring and communicating our progress.

Where are we today

Turning commitment into action

Our sustainability journey is already under way. Across Tennants Roads & Construction, we have introduced a range of initiatives designed to reduce our environmental impact, improve efficiency and strengthen the resilience of our operations.



Some of the progress we have made

Carbon and energy

- Calculated our Scope 1 and Scope 2 carbon footprint
- Replaced lighting across our buildings with energy-efficient LED lighting
- Installed EV charging points across the division
- Carry out ongoing energy and carbon assessments
- Rollout of electric forklift fleet at Tennants Building Products
- Installation of solar panels at Tennants Bitumen

Materials and circularity

- Increased the uptake of Recycled Asphalt Planings (RAP)
- Increased the use of Warm Mix Bitumen
- Continue to explore products, materials and processes that can support more sustainable infrastructure delivery

These measures give us an increasingly strong foundation from which to measure progress and identify where we can make the greatest difference.

Standards and benchmarking

ISO 14001:2015 Environmental Management certification

ISO 9001:2015 Quality Management certification

ISO 45001:2018 Health & Safety certification

Achieved an EcoVadis Bronze Medal in February 2026

Supporting our customers

Helping our customers make more sustainable choices

Our customers are facing increasing expectations around carbon reduction, environmental performance, responsible procurement and sustainable project delivery. We want to be part of the solution.

Across Tennants Roads & Construction, we are working with our businesses and supply chain to identify products, materials and approaches that can help customers make more informed and sustainable choices.

This includes increasing the use and availability of solutions such as **Recycled Asphalt Planings and Warm Mix Bitumen,** alongside continued innovation and development across our wider product portfolio.

At the same time, investment in our plant, systems, stockholding and operational processes is helping us improve efficiency, reliability and service.







What this means for our customers

Greater choice
Continuing to develop and source products and solutions with sustainability in mind.

Reliable delivery
Investing in our operations, systems and infrastructure to improve planning, efficiency and service.

Quality and assurance
Operating within recognised quality, environmental and health and safety management systems.

Collaboration
Listening to customers and stakeholders so that their sustainability priorities help inform our future direction.

Sustainability cannot be delivered by one organisation in isolation. By working closely with our customers, we believe we can identify practical opportunities to deliver better outcomes.



Working responsibly across our supply chain

Stronger partnerships, more responsible supply chains

Our environmental and social impact extends beyond our own operations. That is why supplier relationships and responsible procurement form an important part of our approach to sustainability.

We are actively engaging suppliers and other stakeholders as we develop the next stage of our sustainability strategy. During 2026, we are consulting with customers, suppliers and other stakeholders to help shape our future sustainability priorities.

This process will help us understand both **how sustainability issues can affect our business**, and **how our activities can impact people, communities and the environment**.

The feedback we receive will help determine the priorities for our 2027–2032 Sustainability Strategy.

Listening to the people who matter

Our future sustainability priorities will therefore not be developed in isolation. They will be informed by the experiences and expectations of our:

- Customers
- Employees
- Suppliers
- Business Partners
- Communities
- Other Key Stakeholders

Our people and communities

Investing in people for the long term

A sustainable business needs skilled, supported and engaged people. Across Tennants Roads & Construction, we continue to invest in our workforce, leadership and future skills.

Our commitment to health and safety is supported by our **ISO 45001:2018** certification, while private health insurance has been extended to all employees.

We are also looking ahead.

We have introduced a civil engineering placement opportunity and are exploring how this can develop into a longer-term apprenticeship programme, helping create pathways for the next generation of talent.

New Branch Director roles have also strengthened leadership and succession planning across our operations.

Building sustainability into everyone's role

Sustainability is not the responsibility of one person or one department.

Accountability is increasingly being embedded across leadership, project management and operational teams so that environmental, social and governance considerations become part of everyday decision-making.

By investing in our people and strengthening our internal capabilities, we can build a safer, stronger and more resilient organisation for the future.

ISO 9001:2015 Quality Management Certification



Where we are going next



From progress to a clear sustainability strategy

We have made progress, but we recognise that sustainability is a long-term journey.

Some improvements can be achieved quickly. Others will require investment, research and development, collaboration and changes in how we work.

Our focus now is on creating a structured roadmap for the years ahead.

Our next steps

2026

Continue measuring energy use and carbon emissions and identifying opportunities for reduction.

Engage customers, suppliers and stakeholders.

Continue implementation of our ESG Framework.

Work with suppliers to identify more sustainable solutions for customers.

Continue benchmarking our sustainability performance through EcoVadis and work towards improving our score year on year.

2027

Publish our first **2027–2032 Sustainability Strategy**, setting out clearer priorities, actions and measures of progress.

Towards 2050

Continue reducing our environmental impact and work towards our long-term ambition of **net-zero emissions by 2050**.

Our aim is not simply to set targets, but to create a framework through which we can measure progress, maintain accountability and continually improve.

Our commitment

Building a more resilient future, together

The infrastructure and construction sectors have an important role to play in the transition towards a more sustainable economy.

At Tennants Roads & Construction, we recognise both the responsibility and the opportunity this creates. We are committed to reducing our own environmental impact while investing in our people, strengthening our supply chain, improving the resilience of our businesses and helping our customers access more sustainable solutions.

We will continue to measure our performance, listen to our stakeholders and be transparent about both our progress and the areas where we still have more to do.

This is an evolving journey — and one that we believe will make Tennants Roads & Construction a stronger business, a better partner and a more responsible contributor to the communities and sectors we serve.

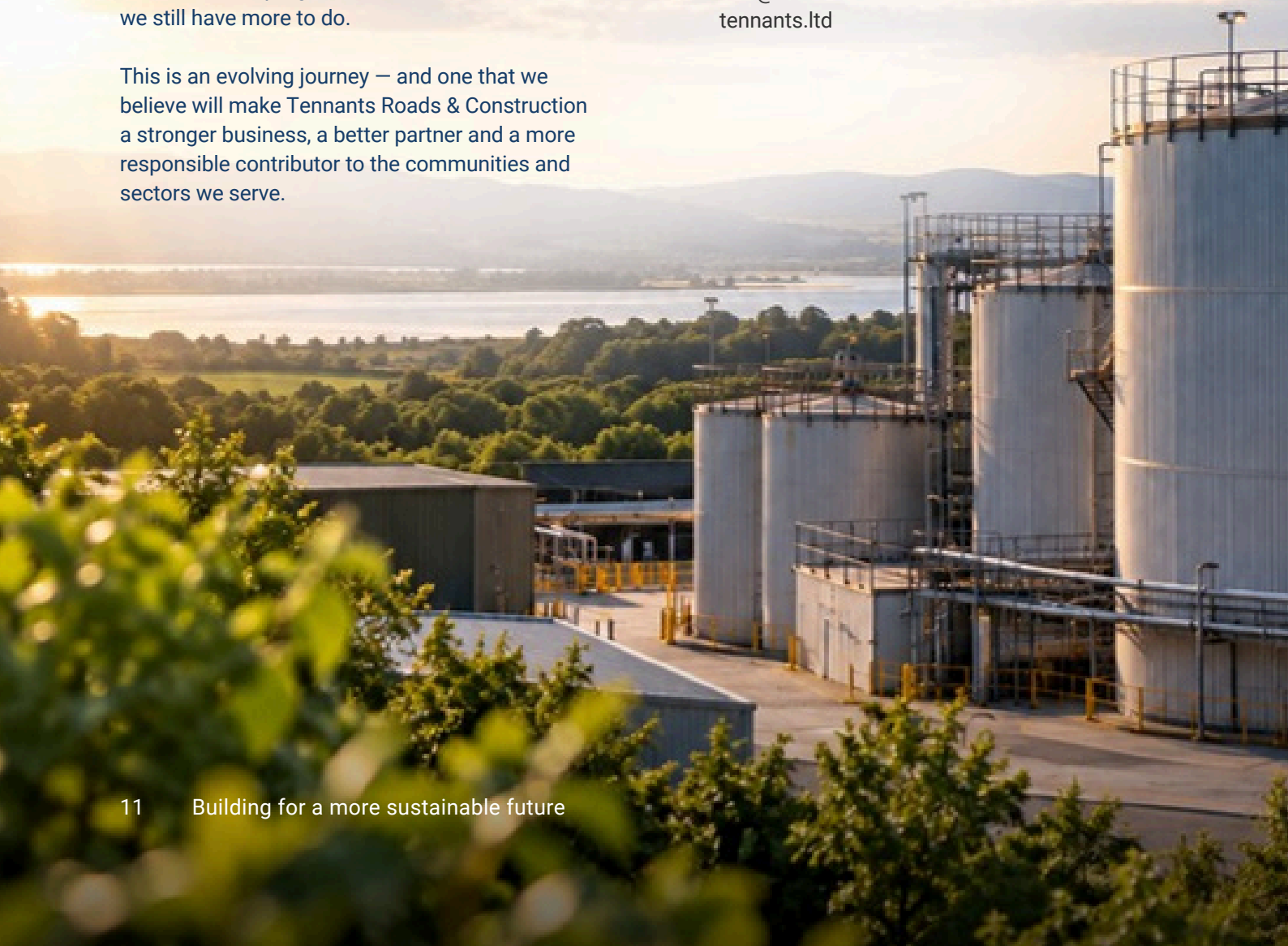
Let's work together

If you are a customer, supplier or stakeholder and would like to discuss our sustainability commitments, our approach or opportunities to work together, we would be pleased to hear from you.

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