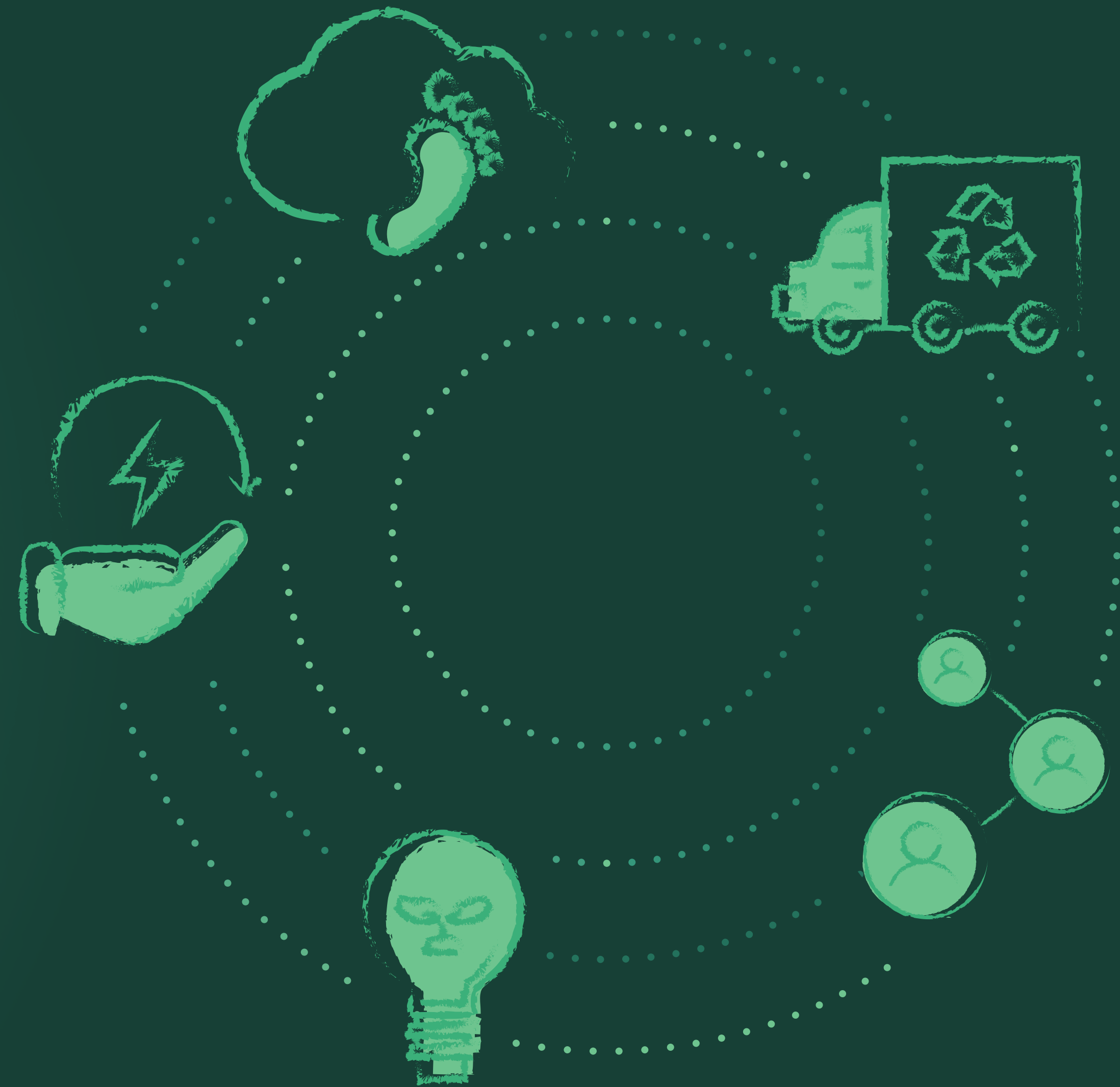


ESG Strategy 2024



ODGroup.



Mission Statement

ODGroup is committed to working with quality and integrity, using sustainable practices to generate a positive environmental and social impact from our activities.

We continuously collate tangible data and use this information as a benchmark to help set targets and goals that we strive to remain accountable for.

Across our office, sites, and projects, we work together with our clients and supply chain to drive a reduction in our carbon footprint, delivering innovative strategies and sustainable solutions to protect future generations.

We have aligned our 2024 ESG strategy and goals with ten UN Sustainable Development Goals.

Introduction

The ODGroup ESG Strategy has been arranged across the five key pillars outlined below, with targets set to conform to Environmental, Social, and Governance practices across our office, sites, and operations.

01
Carbon
Footprint

02
Waste &
Resource
Efficiency

03
Environmental
Management



04
Sustainable
Procurement

05
Social
Impact

Our 2024 strategy aligns with the following ten UN Sustainable Development Goals:





01 Carbon Footprint

Measuring ODGroup's carbon footprint across direct and indirect emissions is key to understanding where we can reduce our impact and remain accountable to the wider UK commitment to achieving net zero by 2050. By taking steps to measure and reduce our carbon footprint in scopes 1, 2, and 3, we positively contribute to reducing the impact of climate change.

Objectives & targets

For our Office

- Commit to a 50% reduction in office scope 3 emissions from deliveries in 2024
- Minimise energy demand associated with lighting and office equipment
- Purchase 100% renewable energy through green energy tariff
- Monitor scope 3 emissions by measuring water use, delivery mileage and employee travel

For our Sites

- Monitor scope 2 emissions by measuring energy consumption
- Monitor scope 3 emissions by measuring water use, employee travel, fuel consumed by equipment, delivery mileage, and waste away mileage
- Send less than 1% of construction waste to landfill





02

Waste & Resource Efficiency



ODGroup takes responsibility to promote the waste hierarchy and prevent refuse generated from our operations going to landfill. Improving resource efficiency is one of the most effective ways we can minimise waste and so we aim to use materials to their full potential and give products a second life.

Objectives & targets

For our Office

- Encourage the use of recycling bins and promote waste segregation
- Utilize digital software to reduce the use of paper by 90%
- Reduce consumption of single use plastic and packaging by using reusable cups and bottles

For our Sites

- Implement project specific site waste management plans to forecast waste and find pathways to reduce, reuse and recycle in line with the waste hierarchy
- Achieve 99% diversion from landfill and 95% recycling rate for all construction waste
- Collaborate with waste contractors to align performance with project waste targets
- Reduce our construction waste intensity to 3.5 tonnes per 100m² on major projects and 2.5 tonnes per 100m² on all other projects
- Increase opportunities to maximise project circular economy through reuse and take back schemes



03 Environmental Management



We are committed to improving our environmental performance at every level of the business. Our environmental management system is accredited to ISO 14001. This ensures we measure, monitor, and assess our operations continually, working to constantly improve our performance and guaranteeing that we meet our compliance obligations.

Objectives & targets

For our Office

- Monitor, report, and reduce office scope 1,2 & 3 emissions
- Install water efficient fixtures to reduce water consumption
- Commit to a sustainability certification for the OD head office
- Transition to the use of green cleaning products
- Partner with an environmental charity

For our Sites

- Carry out an environmental and sustainability analysis for each project as part of our construction phase plan
- Maintain a construction air quality plan for all projects to manage dust and pollutants
- Carry out air quality audits on key projects
- Target a score of 39/45 for all Considerate Construction Scheme registered projects

Environmental Schemes & Accreditations



Accredited Projects

<p>11 Station Road</p> <p>LIVE PROJECT TARGETING</p> <p>BREEAM Very Good</p>	<p>42 Wigmore St.</p> <p>LIVE PROJECT TARGETING</p> <p>BREEAM Outstanding WELL Gold NABERS 4.5* Wired Score Gold Smart Score Gold Reset Active Score Gold</p>	
<p>Great St.Helens</p> <p>LIVE PROJECT TARGETING</p> <p>BREEAM Excellent</p>	<p>Meadows Business Park - Building 1</p> <p>PROJECT COMPLETE CERTIFICATION UNDER AUDIT</p> <p>BREEAM Excellent</p>	<p>Sky Studios</p> <p>Sky Silver</p>
<p>Dorchester Collection</p> <p>SKA Gold</p>	<p>Avebury House</p> <p>BREEAM Excellent</p>	<p>Project Heron</p> <p>BREEAM Very Good</p>

- 3 BREEAM Excellent
- 2 BREEAM Very Good
- 1 BREEAM Outstanding
- 1 SKA Gold
- 1 WELL
- 1 NABERS



9 Accredited Projects

6 CCS Projects

2 Air Quality Tested Projects

Information represents projects from 2022 to present



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

15 LIFE ON LAND

04 Sustainable Procurement



We understand our influence extends to the impact of the supply chain. The production, transportation, and ultimately disposal of purchased goods and materials has potentially adverse impacts on the environment. Building upon our work so far, we continue to focus on local sourcing and responsibly procuring materials through certified schemes with low environmental impact.

Objectives & targets

For our Office

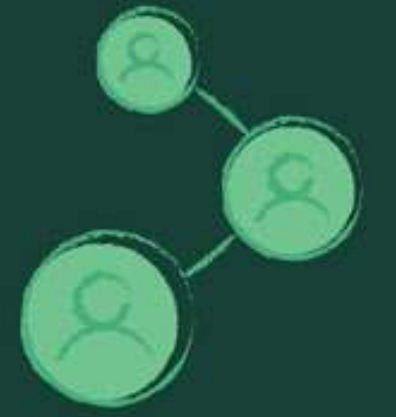
- Provide training to improve employees knowledge of responsible sourcing certifications, environmental product declarations (EPD) and volatile organic compounds (VOC) for materials
- Develop reporting on ISO 14001 certified subcontractors in ODGroup supply chain
- Procure FSC certified paper products

For our Sites

- Provide training to improve subcontractor knowledge of responsible sourcing certifications, environmental product declarations (EPD) and volatile organic compounds (VOC) for materials
- Audit key projects to ensure all subcontractors are sourcing responsible timber with chain of custody certificates FSC/PEFC
- Report on the % of subcontractors within 10, 20 and 50 miles of the project location



05 Social Impact



To promote social mobility and support wellbeing, we work to maintain fair and equitable opportunities for all people within our communities. As part of our commitment to people, community, and the planet, we engage in a broad range of social value initiatives from supporting charities to creating learning and development opportunities for future generations.

Objectives & targets

For our Office

- Provide training and skills development programmes for employees
- Promote gender diversity within our workforce and leadership positions
- Support organisations working on empowering women in the construction industry
- Develop reporting on the percentage of diverse suppliers within supply chain
- Allocate one volunteering day annually for every employee
- Implement work experience programmes to engage students from colleges and universities

For our Sites

- Contribute at least one social value initiative on projects
- Promote gender inclusivity
- Continue intake for our site manager academy that enables individuals from diverse backgrounds to have a career in the construction industry
- Implement work experience programmes to engage students from colleges and universities
- Allocate one volunteering day annually for every employee

Social Impact

In 2023 our site teams delivered

10

social initiatives



Work Experience

We engage students on design, carpentry, bricklaying, plumbing, electrical and plastering courses, supporting them with work experience placements. Our aim is to provide young people in our local community with an insight into the fit-out industry, and to give them transferable skills.

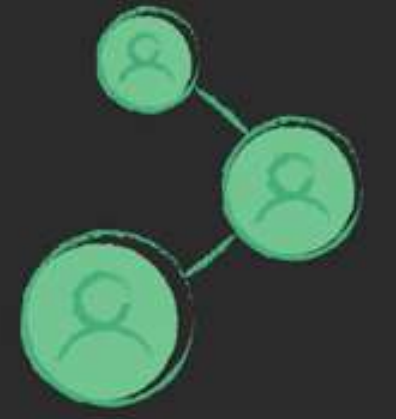
Site Manager Academy

Since October 2021 we have supported candidates from different backgrounds in using their existing skills, knowledge and experience to help achieve new goals. We assist them in achieving an NVQ Level 6 in Construction Site Management, providing on-the-job mentoring, and help them set a clear career path.



Supporting Charities

Every year we select a charity voted for by the team with the aim to raise money and awareness for these causes through activities and events. Through the sterling efforts of our team, we raised over £8,000 for Mind in 2022. In 2023 we raised £8,000 for City Harvest and spent three volunteering days at their New Spitalfields Market site.



For more information, or if you have any questions, please get in touch at sustainability@od-group.com.





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