



# ESG

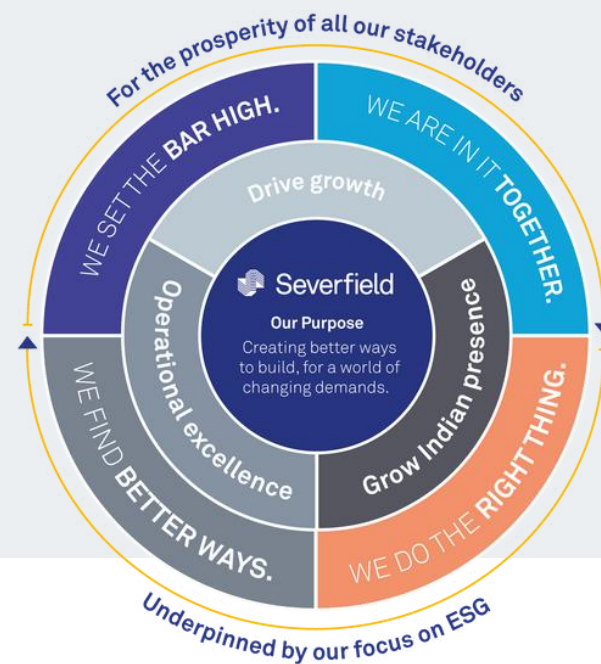
ENVIRONMENTAL, SOCIAL, AND GOVERNANCE

# INTRODUCTION



At Severfield, Environmental, Social, and Governance (ESG) forms an integral part of our business framework. Sustainability, in particular, plays a vital role in how we do business; from our design processes all the way through to employment, transportation, installation, and overarching ESG principles, we create better ways to build, for a world of changing demands.

In 2024 we launched 'The Severfield Way' across the Group, which incorporates our purpose, values, and strategy – these are the pillars upon which sustainable success is built - they shape our identity and guide our actions. By adhering to our purpose, continuing the delivery of our well-established strategy, and upholding our values, we are driving sustainable growth and fulfilling our broader responsibilities to society.



## OUR JOURNEY

Severfield's ESG journey is underpinned by transparency, data, and objectivity. With a focus on sustainable steel fabrication, increased community engagement, and strong governance in all areas, we've built a legacy that lays the foundation for a brighter future for all.

## BUILDING A RESPONSIBLE AND SUSTAINABLE BUSINESS

We are committed to fulfilling our purpose of finding better ways to build for a world of changing demands, and as a result, we've developed a comprehensive Sustainability Framework. Our framework supports the global agenda of the United Nations Sustainable Development Goals (UN SDGs) and is designed to meet the ESG needs of the future.

Our four sustainability pillars (4Ps), Planet, People, Prosperity, and Principles of Governance, inform this framework.



## ESG AND OUR STAKEHOLDERS

Whether internal or external, our stakeholders underpin our ESG goals and targets. As a business, we're committed to motivating and enabling our people and supply chain to deliver high-quality, sustainably driven buildings, relationships, and ways of working. In response, we continuously develop our ESG goals, embedding exceptional environmental, social, and governance policies into our purpose and corporate strategy.

## ENVIRONMENTAL

Steel is the world's most widely used material, and global steelmakers are continuing to make progress in developing technologies to decarbonise the industry. Our structures can last for many years, making them cost-effective as well as sustainable because of the life cycle advantage steel offers, compared to many other construction materials, due to its ability to be continually recycled.

From a sustainability perspective, we believe that steel offers a durable, cost-effective, and sustainable choice for construction, and through our 4Ps Sustainability Framework, we continue to focus on our environmental impact through our lean manufacturing techniques and cost and waste reduction programmes.

The infographic lists several environmental achievements and certifications:
 

- CDP 'A LIST' for climate leadership achieved.
- Science Based NET ZERO targets approved.
- 100% RENEWABLE ENERGY procured for all UK owned facilities.
- CARBON NEUTRAL since 2021.
- ISO 14001 certified since 2007.
- BES 6001 certified since 2011.
- References to UN SDGs 7, 11, 12, and 13.

## NET ZERO ROADMAP

Severfield has developed a comprehensive Net Zero Roadmap 2050 providing clear evidence of our commitment to carbon reduction. It focuses on the strategic priorities we believe are right for the steel industry, the world, and Severfield, outlining specific actions aimed at reducing our emissions as well as offsetting activities.

We are committed to our long-term target to achieve Net Zero emissions from our operations by 2040 (Scope 1 & 2) and by 2050 (Scope 3). All targets have been externally validated by the Science Based Target initiative (SBTi) in 2024.

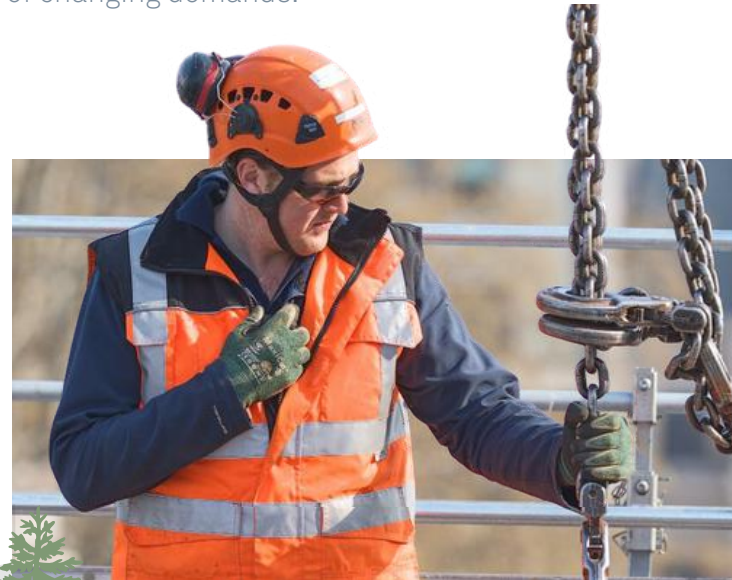
Our Net Zero Roadmap identifies the main initiatives and technologies that are to be explored or implemented in order to achieve our 2040 ambition.



## SOCIAL

At Severfield, we know that our people are our biggest asset, and to protect our colleagues we are committed to effectively managing all aspects of health and safety, creating a safe, inclusive, and diverse working environment where everyone can thrive.

We have over 1,900 employees across our manufacturing facilities, construction sites, and offices, across the UK and Europe. Our mix of designers, project managers, quantity surveyors, estimators, engineers, fabricators, steel erectors, and support function experts work together with a clear, shared purpose, to develop better ways to build, for a world of changing demands.



## SAFETY

The safety of our people is, and has always been, our number one priority. As part of our ESG strategy, the health, safety, and wellbeing of our colleagues remain of the utmost importance to our business.

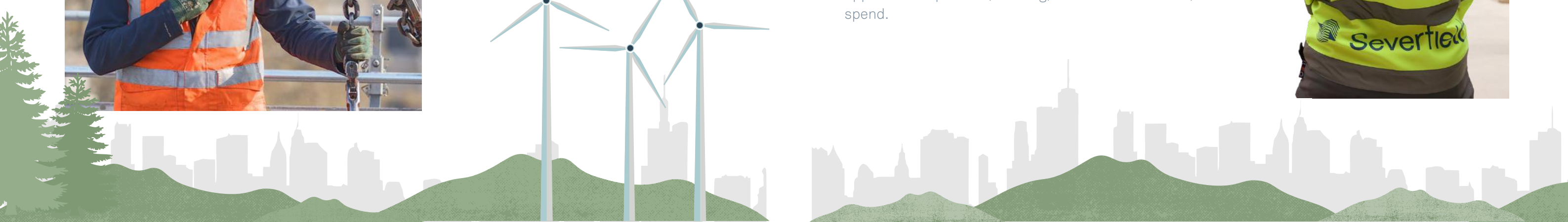
Following the launch of our Safer@Severfield initiative in 2023, we continue to develop our safety culture, encompassing every area of our business from design to fabrication to construction, as well as supporting the mental health and wellbeing of all our people.



## SOCIAL VALUE

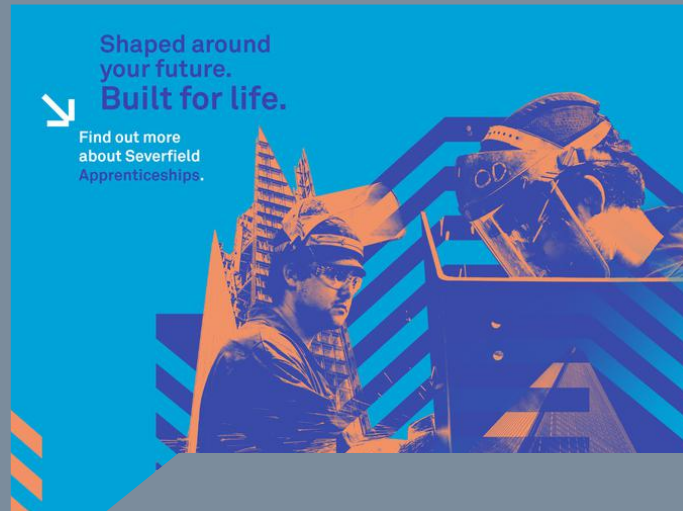
Many of our activities within our 'People' pillar, such as the development of future skills, increasing location employability, and learning and development, directly contribute to us generating social value within the business. We've spent the last few years refining our approach to social value and adopted the National 'Themes, Outcomes and Measures' (TOMs) Framework to measure our social value contribution.

We are currently measuring several TOMs indicators such as apprenticeship weeks, training, charitable donations, and local spend.



# 1. APPRENTICESHIPS AND LOCAL EMPLOYMENT

The future of the business depends on our ability to attract, recruit, develop and retain individuals with the right mix of expertise, technical skills, and personal qualities. We proactively reviews skill and knowledge gaps for the future and have, as such, developed and implemented early careers' programmes to start to address these needs, whilst increasing our focus on the recruitment of trainees and apprentices for our manufacturing facilities.



# 2. LEARNING AND DEVELOPMENT

We are passionate about the development of our workforce and supporting communities local to our sites. Commitment is showcased via a wide range of development opportunities, such as externally facilitated courses and events, together with a variety of training courses that are provided internally by our dedicated in-house Learning and Development team



# 3. LOCAL SCHOOLS AND COLLEGES

Through proactive engagement with local schools and colleges, we aim to encourage the next generation of talent to explore STEM topics, and a future career in construction and engineering.

# 4. CHARITY SPONSORSHIP

We are passionate about doing the right thing and giving back, which is why we have our own charitable organisation - The Severfield Foundation. Supporting a range of charities, either local to our sites, or close to the hearts of our employees, the Foundation raises funds through a wide range of activities, including bake sales, sky diving, marathons, and cycle rides, to name a few.



# GOVERNANCE

Integrity is key at Severfield - we conduct our business lawfully and ethically. We strive to uphold the highest standards of ethics and, therefore, good governance is key to ensuring our long-term sustainability.

ESG work is supported by the Sustainability Committee, which mainly consists of selected members of the executive committee. Chaired by our CEO, it ensures that key management is represented across all business disciplines and that, crucially, they share an aligned approach to climate-related matters. Effectively, this ensures that the Group's overall sustainability strategy is delivered successfully.

The company gives full and close consideration to ESG factors when assessing the impact of the decisions it makes. This remains a fundamental aspect of the way in which Severfield conducts business. More details on our approach to climate risks can be found in the Task Force on Climate-related Financial Disclosures (TCFD) section of our annual reports, as well as key performance indicators around Governance.

Carbon emissions externally <b>VERIFIED BY 3RD PARTY</b>		
Supply Chain Sustainability School member <b>GOLD</b>	Steel Construction Sustainability Charter <b>GOLD</b>	<b>RESPONSIBLE PROCUREMENT</b> committed to EPDs, FSC, PEFC, etc.
<b>STEELZERO MEMBERSHIP</b> committed to procure 100% Net Zero steel by 2050	<b>SUSTAINABILITY STEERING COMMITTEE</b> governing our ESG strategy	Suite of <b>ESG POLICIES</b> in place
8 GREAT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	16 PEACE, JUSTICE AND STRONG INSTITUTIONS



## PROJECTS

### EVERTON

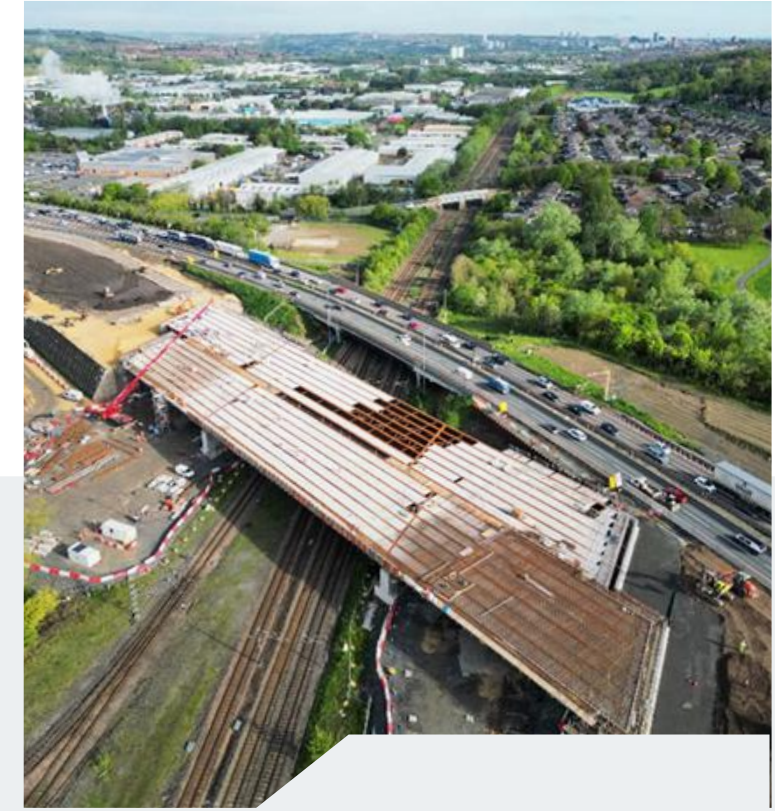
Severfield was responsible for supplying and erecting 12,200 tonnes of structural steelwork for Everton Stadium – 1,500 tonnes of this was recycled steel – the full amount of which comprises the bowl (terracing) and roof for the Stadium.

The stadium will be Everton Football Club's new home and is set to open in the 2024-25 season, replacing Goodison Park.



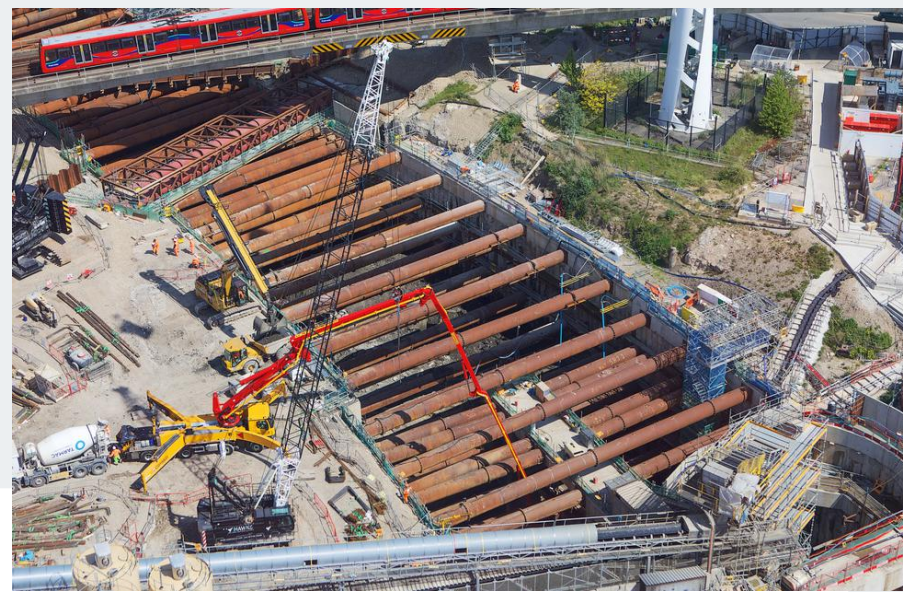
### SELLAFIELD SCP

Severfield is providing 1,200 tonnes of structural steelwork for the new SIXEP Continuity Plant (SCP), while also assisting with the installation of metal decking, shear studs, concrete floors, cladding, and the application of intumescent coatings. To assist with this project in line with social value, we are actively employing local labour and have reduced our 100% travelling management workforce down to approximately 25%. Additionally, all new positions are prioritised according to local labour first before considering 'travelling' staff. In support of this, we have enrolled with a local scheme – "All Together Cumbria" to target the local employment market.



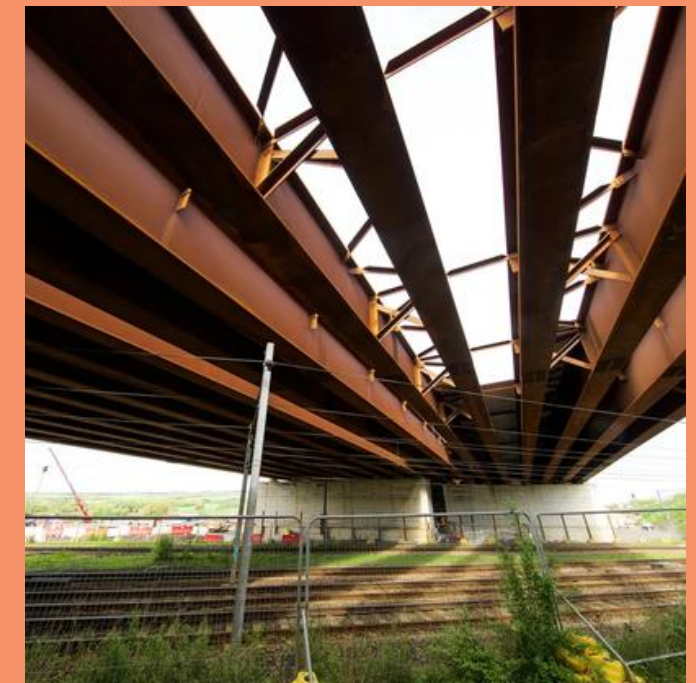
### SILVERTOWN TUNNEL PROPPING

Severfield assisted with the construction of a new tunnel under the Thames, linking Silvertown to Greenwich, London. Considering the size of the prop sections, we designed transport frames that allowed for up to three prop sections to be transported at once, reducing the frequency of transportation. As a result, this significantly decreased the associated carbon emissions from transportation on this project.



### A1 BIRTLEY TO COALHOUSE, ALLERDENE BRIDGE

Severfield was well-suited to installing the new 3,400 tonne bridge on the A1 towards Gateshead. In accordance with Severfield's commitment to sustainability, the Allerdene bridge's temporary works used bespoke steel stools, stubs, and packers, all of which were dismantled and returned to the construction yard upon completion for re-use in future projects.



# ACCREDITATION AND COMMITMENTS



# RACE TO ZERO

Severs House  
Dalton Airfield Industrial Estate,  
Dalton, Thirsk,  
North Yorkshire,  
YO7 3JN

Tel: +44 (0) 1845 577 896 / Fax: +44 (0) 1845 577 411

info@severfield.com