



Professional



Responsible



People



Teamwork



Passionate

SUSTAINABILITY POLICY STATEMENT

This policy applies to all employees, contractors, temporary workers, and other individuals who work on behalf of the company.

Global Rail Construction Limited has a responsibility to minimise our impact on society and the natural environment when we design, build and manage through our work activities. The company recognises their responsibilities for sustainability today in order to lessen the impact for future generations.

This policy is supported by a number of other policies such as our Health and Safety policy, Environmental policy, Equality, Diversity and Inclusion policy and Corporate Responsibility policy.

As a responsible company we:

- Comply with all relevant legislation.
- Adopt sound business ethics and continue to provide a high quality service, efficiently and profitably.
- Maintain our internal management systems for quality, health & safety and the environment.
- Protect our environment and where practical enhance the biodiversity.
- Work towards reducing our carbon footprint.
- Adopt ethical and sustainable procurement practices
- Set Key Performance Indicators (KPIs) for environmental, social and employment issues against which we can measure our progress.
- Engage with our peer group through membership of appropriate organisations.
- Review our supply chain with regards to sustainability.

As a trusted employer we:

- Minimise the risk of accidents and work-related ill health for our workers and proactively seek to improve performance.
- Employ a diverse workforce and ensure all personnel are treated equally.
- Continue to provide statutory and career development training to our staff to enable them to fulfil their potential.
- Seek to promote sustainability within our workforce through regular and varied communication on the issues involved, and encourage dialogue within the workers engagement forum.

As a designer and contractor we:

- Identify any sustainability opportunities for improvement, at an early stage and seek to collaborate with the client to improve the sustainability credentials of the specific schemes being undertaken.
- As appropriate, demonstrate sustainability benefits during the tender process and continue to influence sustainability issues during the construction process.

Embrace collaboration with the client during the design process.

- Continue to invest in research and development with an aim to develop more sustainable techniques and products.
- Minimise the use of energy, materials and water.
- Avoid adverse impacts on land, air and water and minimize waste generation.

As part of the community we:

- Establish, maintain and strengthen existing relationships with local schools and academic institutions.
- Wherever appropriate, employ from the local area.
- Be a considerate neighbour during site operations by minimising the environmental impacts of the site.
- Seek opportunities to engage with local communities surrounding our principal offices and other major working sites.

In support of achieving the above policy, Global Rail Construction Limited engage with their clients, workers and other stakeholders in promoting sustainable development.

It is the responsibility of everyone in the business to comply with this policy and its associated arrangements as an integral part of their day-to-day business.

The policy is aligned with the minimum requirements of the RSK Group policies and will be reviewed annually, as a minimum by the Directors in consultation with the Head of Compliance and amended as required by law should new legislation come into force or to ensure it remains relevant and appropriate to the organisation. This has been endorsed by the Management team at Global Rail Construction Limited who take direct responsibility for its execution.

Signed on the 26th June 2026 for and on behalf of Global Rail Construction Limited.

Signed:


M G Lombardelli
Managing Director

Signed:


P. Coleman
Head of Compliance