

## Environmental Policy

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Morgan Lovell specialises in the management of office refurbishment and fit out projects. Recognising that our works have environmental impacts we are committed to the continual improvement of the environmental management system to enhance environmental performance, mitigate our impacts on the climate that are contributing to climate change and protect the environment.

To demonstrate continual improvement, we will monitor and improve our environmental performance in the following key areas:

- Seek to reduce and mitigate the climate impact of our activities and value chain.
- Robustly measure and report the full scope carbon emissions of our operations and value chain.
- Apply the waste hierarchy across all our operations, first looking to reduce waste generated, and then seeking the best possible waste outcomes for the waste that can't be avoided.
- Identify, manage and minimise the risk of pollution from our works to the environment.
- Protect the natural environment in which we operate, and work with our supply chain to reduce the impacts on nature and biodiversity.
- Promote the use of sustainable construction techniques and incorporate sustainable products and materials within our projects.
- Promote circularity and the circular economy in our works.
- Identify and minimise the life cycle environmental impacts of our works; including our use of resources, plant and materials.
- Work with our supply chain to ensure our subcontractors and suppliers work to the same environmental standards as ourselves.
- Set environmental objectives and monitor and report progress against these targets.
- Implement and maintain an environmental management system through which we will:
  - identify the key interested parties, and internal and external issues, that affect or are affected by our business,
  - identify our key environmental risks and maintain measures to prevent pollution,
  - maintain compliance with relevant compliance obligations, and
  - provide training to all employees to enable them to enhance their environmental performance.
- Use our responsibility as a market leader to drive environmental improvements in the sector.

Our Environmental Management System is applicable to all our activities, will be maintained in compliance with the requirements of ISO 14001:2015 and will be assessed and certified against this standard by the British Standards Institute.

All Overbury personnel are responsible for the implementation of this Policy Statement and I will review our performance against the above requirements on an annual basis.

Endorsed by:



Chris Booth  
Managing Director  
For and on behalf of the Board of Directors | **Morgan Lovell**  
January 2026