ESG Highlights
2024

Summer 2024 saw the launch of the AV Dawson Group's commitment to delivering its Environmental, Social and Governance Strategy (ESG).

As global challenges such as climate change, social inequality, and corporate accountability continue to evolve, our commitment to integrating sustainable practices across our operations remains a top priority. ESG is not only a framework for responsible business - enabling us to assess risks and opportunities. It is also a reflection of our values and long-term strategy.

Here are some key highlights of 2024, of the actions we have implemented across the AV Dawson Group.

- **Waste Management**
- **Recycling Programmes**
- **Local Sourcing**
- **Employer Supported**
- **Volunteering**
- **Supplier Code of Conduct**
- **Code of Ethics**

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Progress Overview

E — Environment

- Percentage of infrastructure upgraded for renewable energy — **100%**
- Achieved zero waste to landfill — **100%**
- Conducted annual evaluations of energy sources to identify opportunities for increasing renewable energy use — **100%**
- Established emergency response plans for all facilities — **100%**
- Increased recycling rates by 30% — **90%**

S — Social

- Major drive to using local suppliers, with a sustainable procurement policy to support this — **100%**
- Achieved pay equity across gender and ethnic groups — **100%**
- A Volunteering Time Off (VTO) day was established, giving workers the opportunity to have one volunteering day per year — **100%**
- Ensured fair labour practices are applied to 100% of our agreements for agency workers and contractors — **100%**
- Introduced a company-wide physical health programme — **95%**

G — Governance

- Implemented a comprehensive Code of Ethics — **100%**
- Completed a stakeholder mapping exercise — **100%**
- Implemented a legal compliance monitoring system — **100%**
- Ensured all suppliers are signed up to the supplier Code of Conduct — **100%**
- Established real-time incident reporting systems — **75%**