



## **Environmental, Social and Governance (ESG) Policy**

**Version 1.0**

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<b>Document Owner:</b>	ESG and Regulatory Risk Director				

### Version History

Version	Last Updated	Details	Author	Approved By
1.0	05/09/2025	New ESG Policy aligned to ESRS standards	P Breslin	R Hunter

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### Igne Group Limited Companies

The Igne Group Comprises of **Igne Group Limited, Igne UXO Limited, W.B. and A.D. Morgan Ltd, Raeburn Drilling & Geotechnical Ltd, Allied Exploration & Geotechnics Ltd, DTS Raeburn Ltd and Terra Tek Ltd.**

The Igne Group Limited Companies shall be referred to as **Igne** through the rest of this document.



## ESG Policy

### Purpose

The purpose of this ESG Policy is to set out Igne Group Ltd's commitments to operating responsibly and sustainably, ensuring that our business practices deliver long-term value for our stakeholders while protecting the environment, supporting people and communities, and upholding high standards of governance.

This policy applies to:

- All Igne Group Ltd employees, contractors, and subsidiaries.
- All services and operations conducted by Igne Group Ltd
- Our supply chain and business partners, who are expected to align with the principles outlined in this policy.

The policy forms part of our Integrated Management System and provides the framework for how we manage environmental, social, and governance matters in alignment with international standards, client requirements, and our corporate values.

### Scope

Igne Group Ltd recognises the importance of operating its business and delivering its services in a sustainable, responsible, and ethical manner. As a provider of integrated ground engineering, environmental, and infrastructure services, we understand the impact our activities can have on the environment, our people, our communities, and wider society.

Our Environmental, Social, and Governance (ESG) Policy sets out our commitments to ensure that we create long-term value for all stakeholders while protecting the natural environment, supporting people and communities, and upholding the highest standards of governance.

This policy is implemented through our Integrated Management System, aligned with ISO 14001, ISO 9001, ISO 45001, and PAS 2080: Carbon Management in Infrastructure, and is overseen by an appointed Executive Board Member for ESG. Progress against our ESG objectives will be monitored, reviewed annually, and reported transparently.

In addition, this policy supports Igne Group's contribution to the United Nations Sustainable Development Goals (UNSDGs), with a specific focus on:

- SDG 5: Gender Equality – Promoting diversity, equity, and inclusion across our workforce.
- SDG 8: Decent Work and Economic Growth – Creating safe, fair, and rewarding employment opportunities.
- SDG 12: Responsible Consumption and Production – Embedding sustainable practices and resource efficiency.
- SDG 13: Climate Action – Reducing carbon emissions in line with our validated SBTi targets and achieving Net Zero by 2050.

## **Our Commitments**

### **Environmental (E1–E5)**

We are committed to minimising our environmental footprint and promoting sustainable solutions across all areas of our business. To achieve this, Igne Group will:

#### **Compliance and Leadership**

- Comply with all applicable environmental legislation, regulatory requirements, and industry standards.
- Where practicable, adopt best practice approaches that go beyond compliance and demonstrate industry leadership

#### **Climate Action and Carbon Management**

- Deliver on Igne’s Carbon Reduction Strategy, setting and reviewing targets to reduce emissions in line with global climate goals.
- Align with PAS 2080: Carbon Management in Infrastructure, embedding carbon reduction at every stage of project delivery.
- Work towards our validated Science Based Targets initiative (SBTi) commitment:
  - 42% reduction in Scope 1 and 2 emissions by 2030 (near-term target).
  - Achieve Net Zero across Scope 1, 2 and 3 by 2050.
- Measure, monitor, and reduce our carbon footprint across Scope 1, 2, and relevant Scope 3 emissions.
- Transition our fleet, equipment, and energy use towards low-carbon and renewable sources.

#### **Resource Efficiency and Sustainable Operations**

- Apply the waste hierarchy of eliminate, reduce, reuse, and recycle across all operations.
- Promote paperless and digital-first working practices.
- Ensure responsible disposal of redundant IT and electrical equipment in line with WEEE regulations.
- Reduce water consumption and implement measures to prevent pollution of soil, air, and water.

## **Sustainable Procurement and Supply Chain**

- Source goods and services responsibly, with due regard to environmental performance, human rights, and ethical standards.
- Work with suppliers to adopt sustainable practices and reduce lifecycle impacts of products and services.

## **Innovation and Partnerships**

- Collaborate with research organisations, clients, and partners to develop low-carbon and sustainable engineering solutions.
- Encourage clients to adopt a whole-life cost approach in projects, balancing capital costs with long-term sustainability and carbon reduction.

## **Social (S1–S4)**

We recognise that our people, clients, and communities are central to our long-term success. We will foster a safe, inclusive, and supportive environment where individuals and communities can thrive through our Social Value Strategy.

### **Our People**

- Ensure the health, safety, and well-being of all employees, contractors, and stakeholders.
- Provide opportunities for training, upskilling, and career progression across the organisation.
- Foster diversity, equity, and inclusion, ensuring that all employees are treated fairly and with respect.
- Promote employee engagement and continuously seek to improve job satisfaction.

### **Communities and Stakeholders**

- Respect and contribute positively to the communities in which we work.
- Create employment opportunities, apprenticeships, and career pathways within the local workforce.
- Support charitable, educational, and community initiatives aligned with our purpose and values.

### **Client Partnerships**

- Deliver sustainable, safe, and innovative solutions for our clients.

- Support clients in achieving their own ESG objectives by embedding sustainability and responsible practices into service delivery.

### **Governance (G1)**

Strong governance underpins our ESG approach, ensuring accountability, integrity, and transparency in all areas of our business.

### **Leadership and Accountability**

- The CEO has overall responsibility for this ESG policy
- The ESG and Regulatory Risk Director is responsible for ESG implementation, reporting, and continuous improvement.
- ESG considerations are embedded into business planning, risk management, and investment decisions.

### **Transparency and Reporting**

- Igne will set, monitor, and publish ESG objectives, targets and progress annually, including performance against PAS 2080, SBTi, and our Carbon Reduction Strategy.
- Maintain accurate and transparent reporting in line with recognised standards (including ESRS and GHG Protocols).

### **Ethics and Compliance**

- Uphold the highest standards of ethical conduct, integrity, and compliance with legal requirements.
- Improve diversity across all levels of the organisation, including senior leadership and the Board.
- Operate a zero-tolerance policy towards bribery, corruption, discrimination, and human rights abuses.
- Ensure all employees and partners adhere to the Igne Code of Conduct and ESG principles.

### **Continuous Improvement**

Igne Group is committed to ongoing improvement in ESG performance. Each year, we will:

- Review our progress against environmental, social, and governance objectives.
- Update and strengthen our Carbon Reduction Strategy, ensuring alignment with PAS 2080 and our validated SBTi targets.

- Set new measurable ESG targets as required.
- Report transparently to stakeholders on performance, challenges, and achievements.

#### **Policy Review**

This policy will be reviewed annually to ensure it remains relevant, effective, and aligned to evolving best practices and stakeholder expectations.

**Rob Hunter**  
– CEO



**DATE: 9<sup>TH</sup> SEPTEMBER 2025**

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