

Centrum Pile Ltd

Sustainability Report 2023-2024



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Aarsleff Ground Engineering Ltd

A Message from our Board of Directors

“Welcome to our 4th annual sustainability report for our financial year 2023-2024. This year has been a challenging success for the business, with changing markets and some difficult trading conditions. Through it all, it has been clear that our adaptive nature as a business will only continue to help us grow and move forward, and even more so, our commitment to and progress on sustainability.

In this report, you'll see how we've more clearly defined our focus and broadened our lens to ensure we're focusing on more than just carbon in the environmental realm. By working within the thematic frameworks defined by our parent company, Per Aarsleff A/S, we are able to work more collaboratively across Europe, whilst still meeting and exceeding needs of our business here in the UK.” – Kevin Hague, Managing Director

“In the finance area, we're focusing in on better reporting and stricter procurement requirements, whilst developing our relationships with our supply chain. We're very proud to say following a review of our systems that we've been able to report on 6 further Scope 3 categories this financial year and that by launching our supply chain sessions, we're building deeper relationships both up and down our value chain.” – Richard Hoe, Financial Director

“Operationally, we've been able to begin far more accurate reporting on site based emissions through the adoption of more digital ways of working. Our teams on site are highly focused on efficiency and quality, and are beginning to see the impact this work can have on our sustainability impact too. From a social point of view, it's fantastic to see the progress of our apprentices and other staff engaged in training, giving our people the tools to deliver our operational excellence vision at every level of the business.” – Peter Handley, Senior Director

“Communication of our focuses is key, which is why we've gone to extensive effort this year to ensure our staff are fully aware of our strategic vision and how this fits into their daily work. By involving everyone in the conversation, we're better placed to find new ways of working and progress forward in a way that benefits us all. Similarly, by updating our external stakeholders through workshops and reports such as this, we can better collaborate on these issues and drive change forward where needed, and celebrate the successes of our people too.” – Alistair Macdonald, Director

Sustainability work implements the same mindset we apply to all our work - creating value. With a focus on operational excellence strengthened by our core values of Life & Health, Trust, and Responsibility, embedded in our daily processes is a strive to do more, to create value and mitigate damage. We know that with this mindset being lived by our people every day and backed up by our leadership teams, we will continue to work towards a more sustainable future.



Kevin Hague



Richard Hoe



Peter Handley



Alistair Macdonald



Report Scope & Purpose

The data within this report is collated from 1st October 2023 to 30th September 2024, in line with our financial year structure.

All emissions have been calculated in line with the GHG Emissions Protocol, aligned to ISO 14064. Figures are reported based on data from our IT systems, invoices, meter readings, suppliers, continuous registrations, etc... Where data has been calculated utilising a spend based methodology, rather than specific product data, this has been highlighted. DEFRA figures are used where possible and for emissions within our supply chain, specific EPDs have been used where possible. If not, emissions factors are generic market based, majority from the EFFC Carbon Calculator (aligned to the GHG Emissions Protocol).

Data figures within this report solely include the companies Aarsleff Ground Engineering Limited, Centrum Pile Limited, and Avoncross Limited T/A Cannon Piling.

The operating facilities included in this report are as follows:

- Aarsleff Ground Engineering offices (Hawton Lane, Newark) - OWNED
- Centrum Pile Factory (Hawton Lane, Newark) - OWNED
- Aarsleff Ground Engineering Doncaster Yard - LEASED
- Aarsleff Ground Engineering Newcastle Office - LEASED
- Aarsleff Ground Engineering Knaresborough Office - LEASED
- Aarsleff Ground Engineering Warrington Office – LEASED
- Aarsleff Ground Engineering Plant Workshop (Newark) - LEASED
- Cannon Piling Limited Office (Chelmsford) - LEASED
- Cannon Piling Limited Yard (Chelmsford) - LEASED

Our approach to sustainability governance encompasses multiple dimensions. Ultimate accountability lies with our senior leadership, collectively known as the 'Board.' They establish and refine our annual targets based on current and pertinent insights, while also evaluating and addressing risks and opportunities across the business, including in sustainability.

Our Managing Director, Kevin Hague, plays a key role in the wider industry's sustainability initiatives. He serves as an officer for the Federation of Piling Specialists and the European Federation of Foundation Contractors, in addition to being a board member for the European branch of the Deep Foundations Institute—all of which have active sustainability working groups in which we are involved.

We recognise that sustainability must be ingrained throughout the organization. To foster this, we encourage thought leadership at every level. While a dedicated Sustainability Manager oversees and supports the execution of our strategy, all employees are empowered to expand their understanding of sustainability-related risks and opportunities. To facilitate engagement, we run a central Sustainability Working Group open to all employees for idea sharing and best practices. Additionally, two sub-groups focus on People processes and Community Engagement, providing employees a stronger platform to influence our actions.



Current Goals Overview

Our first report in 2022 set out a number of goals and targets to reach by 2025. As our financial year closes on 2024, the update below shows our progress on these targets and lays out context as to how our sustainability work has adapted since the start of our journey in our baseline year.

AarWorld

Target

- 100% of cars hybrid or electric by 2025
- Improved energy usage within Centrum factory
- Offer CO2e data on piling tenders by October 2024
- Reduce timber waste 50% by October 2023
- 40% reduction in all waste by 2030
- Enhanced supplier policy for key suppliers
- Measure and report on value-engineering by 2023

1st October 2024

- 89.74%
- 30 tCO2e reduction for Centrum Scope 2
- Implemented on Piling & Retaining Walls offers
- 71% achieved against 2020
- Baseline set & measured
- Introduced for key suppliers
- Introduced and measured

2025

- 100%
- Improve efficiency rating
- On all tenders & designs
- 80% reduction against 2020
- 20% reduction against 2024
- Full Green Supply Chain
- Low carbon materials

AarPeople

- Maintaining equality, diversity, & inclusion
- Health and Safety
- Employee Satisfaction

- Unconscious bias training delivered
- 0.8 LTAFR*
- AarViews Employee Voice Strategy Launched
- *lost time accident frequency rate

- Roadmap established
- Maintained or improved
- Annual process with key actions

AarImpact

- 7% of workforce enrolled on accredited training schemes by 2025
- Offer employees 2 paid volunteering days a year
- Deliver 3 skills/learning workshops each quarter by 2025

- 6.9%
- Policy introduced
- Framework agreed with YMCA

- 7%
- Fully functional scheme
- 3 sessions each quarter



AarWorld

Partnering with our supply chain to tackle Scope 3

With 92% of our emissions sat within Scope 3, it's been clear to us since starting our sustainability journey that partnership with our supply chain would be a key factor in achieving progress. As such, this year, we launched our 'Green Supply Chain' process, which starts with representatives from our supply chain partners attending a workshop on our ESG goals and maps out where we want to be by 2030 in regards to information from them. This is then followed up by one on one meetings every 6 months and an allocation to one of our 'Tiers' which gives suppliers who work with us on sustainability matters first call off on our projects.

Right – Supply Chain event hosted by Aarsleff



Digitisation brings more accurate reporting

We've made major strides on digitisation over the past year with a huge uptick in real time information from our project sites. This includes information on site travel and deliveries, allowing us to better understand our footprint in these areas, which only helps us develop ways to reduce it. Through a review of our systems, we've been able to reduce our uncertainty in emissions reporting this year by over 40%. Through a more robust requisition process, we're able to spend more time considering concrete mix designs which allows us to use the most efficient mix possible and we're looking forward to developing this digital revolution further.

Below – Centrum engineer flies a drone over the factory



An indication at tender

One of the main successes of this year has been our ability to add emissions calculations into 70% of our tender documents. This gives our clients upfront understanding of the potential impact of our services and, where we are offering alternative solutions, gives them a deeper understanding of the impact outside of financial implications.

Left – Estimators examine a drawing



Emissions 23-24

All emissions have been calculated in line with the GHG Emissions Protocol, aligned to ISO 14064. Figures are reported based on data from our IT systems, invoices, meter readings, suppliers, continuous registrations, etc... Where data has been calculated utilising a spend based methodology, rather than specific product data, this has been highlighted through the use of an *.

Scope 1 and 2

Scope 1	Aarsleff	Centrum	Cannon	Total (tCO2e)
Petrol	45.54	n/a	3.38	48.92
Diesel	1919.27	52.62	1022.15	2,994.04
Propane	36.99	0.42	3*	40.41
Employee Vehicles	38.87	0.05	n/a	38.92
Total (tCO2e)	2040.69	53.10	1028.54	3,122.33

Scope 2	Aarsleff	Centrum	Cannon	Total (tCO2e)
Electricity	41.81	199.09	8.11	249.01



Emissions 23-24

All emissions have been calculated in line with the GHG Emissions Protocol, aligned to ISO 14064. Figures are reported based on data from our IT systems, invoices, meter readings, suppliers, continuous registrations, etc... Where data has been calculated utilising a spend based methodology, rather than specific product data, this has been highlighted through the use of an *.

Scope 3

Purchased Goods & Services	Aarsleff	Centrum	Cannon	Total (tCo2e)
Steel	5287.76	368.35	1317.29*	6973.4
Cement/ Concrete	5529.95	11429.51	8632.50*	25591.96
Equipment Hire	278.40	3.33	98.18*	379.91
Other Raw Materials	2.3	814.74	1080.84*	1897.88
Timber	164.91	40.32		205.23
Lubricants	97.7	340.10	20.7*	458.5
Insurance	62.34*	62.34*	62.34*	187.02
Consumables	108.69		101.75*	210.44
Total (tCO2e)	11,532.07	13,058.70	11,313.63	35904.4



Emissions 23-24

All emissions have been calculated in line with the GHG Emissions Protocol, aligned to ISO 14064. Figures are reported based on data from our IT systems, invoices, meter readings, suppliers, continuous registrations, etc... Where data has been calculated utilising a spend based methodology, rather than specific product data, this has been highlighted through the use of an *.

Scope 3

	Aarsleff	Centrum	Cannon	Total (tCO2e)
Water	0.001	0.0007	0.0001	0.0018
Fuel- and energy-activities	77.58	0.047	7.28	84.907
Upstream transport & distribution	950.92	102.50	974.96*	2028.38
Waste	4.25	0.21	0.51	4.97
Business travel	56.08	0.67	0.30	57.05
Hotels	4.77	0.09	0.76	5.62
Employee Commute	606.68	5.82	19.35	631.85
Homeworking	9.11	0.18	2.05	11.34
Downstream transport & dist.	79.79		1364.66*	1444.45
Total (tCO2e)	1789.18	109.52	2369.87	4268.57



Emissions 23-24

	Aarsleff	Centrum	Cannon	Total (tCO2e)
Scope 1	2,040.69	53.1	1,028.54	3,122.33
Scope 2	41.81	199.09	8.11	249.01
Scope 3	13,321.27	13,168.24	13,683.5	40,173.05
Total (tCO2e)	15,403.77	13,420.43	14,720.19	43,544.39

	2023-24	2022-23	2021-22	2020-21
Total Emissions (tCO2e)	43,544.39	49,191.87	41,519.29	37,405
Intensity Ratio (tCO2e/£ million turnover)	462	507	561	806

SECR Energy Reporting	2023-24 (kwh)	2022-23 (kwh)	2021-22 (kwh)
Energy consumption – gas	183,406.88*	2,307.72	3,485.14
Energy consumption – transport fuel	10,500,763.69	23,397,258.98	15,697,687.56
Energy consumption – electricity	1,202,697.4	1,194,555.64	1,253,897.23

*this change has been identified through more accurate reporting methodologies



Footprint Reduction Roadmap

Procurement

Developing key relationships with our suppliers to work together on sustainability targets

By 2030...

All suppliers provide Scope 1 & 2 data yearly with key materials solely from suppliers with EPDs/LCAs



Fleet

89% of car fleet electric or hybrid (up 24% from 2023) and trials of electric vans in key areas

By 2030...

NRMM heavy plant roadmap and van fleet transition plan established
Trials of low carbon plant and small plant fully electric

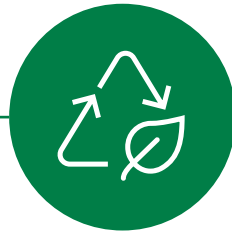


Emissions

Improving reporting for increased granularity and establishing key areas of reduction to drive forward

By 2030...

Updated reduction roadmap for cement & steel to aim for net zero by 2030
Reduction of 60% Scope 1 & 2 emissions from 2021 baseline
UK sourced cement and EAF only sourced steel



Circular Resource Economy

Understanding full waste scope (including site) to better understand how to reduce and areas where efficiencies can be found

By 2030...

Waste reduction of 40% against a 2024 baseline



Energy Efficiency

Year on year SECR reporting and ESOS action plans following Phase 3 audit to improve efficiency across all owned and leased sites

By 2030...

ISO5001 accreditation



Biodiversity

Mapping potential site impacts and areas to improve
Implementation plan for net gain across Centrum & office locations

By 2030...

Improved biodiversity across Centrum & office sites



AarPeople

Employees

We value our employees as our greatest asset. Our people are the foundation of our success, driving who we are and what we do. That's why fostering an inclusive culture, prioritising safety, and recognising the vital role of our workforce is at the heart of our approach. We achieve this through our 'Step into the Blue' cultural framework, built on our core values: Life and Health, Trust, and Responsibility. This framework not only guides how we operate but also ensures operational excellence across our business, equipping our team with the tools, skills, and support they need to thrive. Aarsleff offers a market-competitive salary structure, complemented by performance-based criteria. We do not have a standard practice for providing sign-on bonuses, recruitment incentives, termination payments, or clawbacks. Pension contributions are calculated as a standard percentage of salary, in line with company policy. Remuneration decisions align with the broader European group guidelines. For details on our annual compensation ratio, please refer to our financial statements.

	Men	Women
Board of Directors	4	0
General Management Level	7	1
Secondary Management	22	6
All Employees	212	33

Data compiled through HR system. Assumption made that gender collected at onboarding is correct.

We engage our employees through a series of practices:

- A quarterly 'Worksafe Committee' is held with Board members present to allow staff representatives to discuss concerns
- A new appraisal scheme gives employees more regular contact with their managers to discuss their career progression
- We host a 'Staff Chat' twice a year, where staff are briefed on ongoing trends within the business and presented a deep dive into our goals and strategic direction
- Our 'Monthly Roundup' is distributed to all employees and presents a data-based breakdown of key facts and figures every month
- We've introduced an annual engagement survey to give staff the opportunity to share feedback and drive change
- Senior Management regularly attend sites to carry out safety assessments and understand the experience of on-site staff
- Our 'Sustainability Working Group' is open to all white-collar staff with minutes distributed across the business, encouraging active involvement in our sustainability journey
- Our sub-groups, focused on People and Community Engagement, give employees a voice into non-environmental related sustainability workings within the business



AarPeople

Employee Voice

The 'AarViews' People Forum gives employees a direct voice in the conversation about our People Processes and how we manage day to day life at Aarsleff.

Conversations in the group centre around results of our employee satisfaction survey, focused on engagement and enablement matrixes as well as other key indicators which demonstrate satisfaction at work.

Topics the group have covered in the first year include:

- Results of the survey and the difference between engagement and enablement
- Induction Processes
- Recognition within the business
- Feedback Loops and Connection with Senior Leadership
- Appraisal Process

One of the key successes of the People forum this year has been their involvement in the review of our appraisal process.

Our HR Team were aware of the need to adapt our outdated one documented review per year structure. They highlighted the need for a more agile approach to individual objective setting with the capacity to flex during the year due to changing business requirements, as well as how a fresh approach to HR practices is required to support the Generation Gap and the changing world of work.

Their proposal was Quarterly Micro-Appraisals that facilitate real-time and flexible performance conversations through Connection and Reflection. Following a review by the Board, this was also reviewed by the People Forum.



Within this review, the Forum looked at the proposed timeframe for the new appraisals and both forms that would be required to be completed by both manager and staff member. Following discussion within the Forum, their feedback on several elements was implemented, including a change to the forms to ensure employees were given a chance to feedback following the appraisal meeting to central HR. This meant that the new process was vetted by employees at all levels of the business, not just at the top, before being implemented.

AarPeople

Training & Engagement

We believe that by fostering a culture of lifelong learning, we can stay ahead of regulatory changes, adopt innovative sustainable practices, and ensure employees are equipped with the skills needed to drive forward. This proactive approach not only enhances operational efficiency but also strengthens our resilience, helping us to meet the demands of stakeholders while contributing to long-term environmental and societal well-being.

All employees in the business have completed the following training modules in this financial year as a supplement to our onboarding training:

- Whistleblowing
- Health and Safety for Homeworkers (Office based employees) / COSHH (Site, Plant, Factory employees)
- Sexual Harassment Awareness
- Business Compliance Essentials



We have also delivered 181.5 training hours through our 'Management Academy' over the year. Management Academy consists of a suite of 90-minute management skills workshops, designed to provide practical solutions to management development by developing knowledge and offering guidance on day-to-day management issues. With sessions on how to delegate to helpful strategies for managing attendance, difficult conversations and employee related issues, managers are walked through practical, step by step strategies to help develop them into effective and engaging line managers.



AarPeople Training

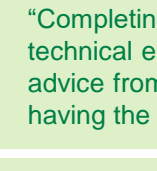
With 687,770 ongoing apprenticeships in the UK in the academic year 2023-24, we recognise that alternative routes to education are becoming more prevalent and a keyway to support young talent pathways into the business. As such, we engaged 8 apprentices across the business within this past financial year in a range of roles. These ranges from administration, purchasing and plant workshop, to site-based, HR, and marketing.

We also know that training and development does not end at the receipt of one diploma, which is why we also have 9 more senior members of the team on further education training schemes including masters' degrees and PhDs. This allows our staff to continue to foster and grow, developing new skills and furthering their knowledge base without having to take a break from work to do so.

Together, this means that 6.9% of our workforce are engaged in company paid accredited training schemes. Having committed to 7% by 2025 through our partnership with the 5% Club, we're proud to be so close to reaching our goal one year early.



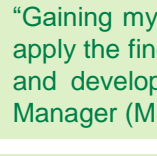
"It is inspiring to work closely with those higher up in the business and to gain a deeper understanding of the different roles within the business too. I am looking forward to working closely with the office manager and, the plant department but, I do also want to progress into a position potentially senior or higher up within the company." – Charlotte O'Neil, Administrator (Business Administration Level 3)



"Completing my apprenticeship online meant I was gaining all the real-life experience by being at work but also becoming aware of the technical elements that would go into my role. It has allowed me to gain a qualification but also develop by being involved and taking advice from my colleagues who have been within the industry for a lot longer. I am looking forward to progressing within my role and having the opportunity to move toward the next qualification level." – Tilly Valentine, HR Administrator (HR Support Level 3)



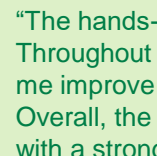
"After beginning my apprenticeship in February, I have had so many opportunities to broaden my skill sets by partaking in different elements of the welding trade. Attending college for one day each week allows me the perfect balance of theory and practice to expand my knowledge base and put this to work. I have also had many opportunities to learn and develop skills that run alongside welding such as using new machinery and fabrication. I am appreciative of all the new opportunities that my apprenticeship has brought me and all the new doors it has opened as a result." – Brendan Kennedy, Cannon Yard Operative (Welding Level 2)



"Gaining my master's degree has always been a goal of mine, but to be able to do so in such an enriching subject and immediately apply the findings from my studies to my work was never something I thought would be possible. It is really fantastic to be able to grow and develop, whilst also gaining the formal qualification. It's something I'm very appreciative of." – Cerys Orriss, Sustainability Manager (MSc, Sustainability & Environmental Management)



"This was a great opportunity for me to further develop my skills and learn to use data to drive better, fact-based people decisions that ultimately benefit both the business and its employees. Through this course, I have been able to use People Analytics to identify workplace trends by manipulating, analysing and visualising data, measuring policy and process effectiveness, and assessing workplace behaviours, connecting them to Aarsleff's wider strategy." – Sam Briggs, Head of HR (PGDip, People Analytics)



"The hands-on training was invaluable, as I got to work on various projects that allowed me to apply what I learned in the classroom. Throughout the apprenticeship, I had the chance to work alongside experienced welders who shared their insights and tips, which helped me improve my technique. The combination of practical skills and theoretical knowledge made me feel more confident in my abilities. Overall, the level 2 welding apprenticeship was a challenging yet rewarding journey that solidified my passion for welding. I came out of it with a stronger foundation and a clearer path for my future career in this field of work and will go hand in hand with my current apprenticeship in level 3 plant fitting." – Sam Hodder, Cannon Yard Operative (Welding Level 2 & Plant Fitting Level 3)



AarImpact Wider Society

During the FY 2023-24, Aarsleff Ground Engineering contributed £30,700 to charitable organisations. These efforts supported a variety of causes, including local youth sports clubs, employee-led fundraising activities like marathon running and soapbox racing, as well as traditional initiatives such as office bake sales and raffles.

We introduced a two-day volunteering leave policy to allow our employees to participate in community projects, enabling them to make a positive impact without using their annual leave. In 2025, we will strengthen our collaboration with the YMCA Newark and Sherwood by offering their service users sessions on the fundamentals of ground engineering. These sessions will provide insight into careers in construction, as well as practical advice on CV writing and the application process.

Centrum Pile has continued their work with the Nottinghamshire Wildlife Trust, in our 6th year of partnership as charity partners. The trust aim to protect Nottinghamshire's wildlife, restore biodiversity and inspire people about the natural world.



AarGoals – Moving Forward

As we move out of the first half of the decade, we are aware of the need to understand where our strategy takes us to the next legislative period, with new emissions targets set into the 2030s and a deeper understanding of the meaning of sustainability on a global scale. As such, Per Aarsleff A/S has defined six core themes for the Aarsleff Group to work within, ensuring that our focus covers as broad a range of issues as possible, and we work within these as a governance pillar. These themes are mapped out against the United Nations' Sustainable Development Goals, with the focused SDGs defined by the Aarsleff Group also highlighted.

Aarsleff Group Themes

- Emissions**

E
- Circular resource economy**

E
- Biodiversity**












E
- Own workforce**

S
- Workers in the value chain**













S
- Business conduct**

G

Focused SDGs Affected

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	13 CLIMATE ACTION 	17 PARTNERSHIPS FOR THE GOALS 
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	17 PARTNERSHIPS FOR THE GOALS 
13 CLIMATE ACTION 	17 PARTNERSHIPS FOR THE GOALS 	
17 PARTNERSHIPS FOR THE GOALS 		
17 PARTNERSHIPS FOR THE GOALS 		
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 		

Wider SDGs Affected

11 SUSTAINABLE CITIES AND COMMUNITIES 	14 LIFE BELOW WATER 	15 LIFE ON LAND 				
11 SUSTAINABLE CITIES AND COMMUNITIES 	14 LIFE BELOW WATER 	15 LIFE ON LAND 				
14 LIFE BELOW WATER 	15 LIFE ON LAND 					
1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	10 REDUCED INEQUALITIES 
1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	10 REDUCED INEQUALITIES 
5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	10 REDUCED INEQUALITIES 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 			

AarGoals - Moving Forward

2024/25:

Emissions



E

Emissions

- ESOS Action Plan
- Undertake Future Fuels Audit across the business
- Build 'Green Buyer's Guide' Map out current low carbon concrete options on market, where can be used and range
- CO2e on all estimates
- Centrum: Explore opportunities for low carbon materials in mix design
- Centrum: Establish map for all factory plant to diesel alternatives by 2030
- Full business uptake of digitised site paperwork

Circular resource economy



E

Circular Economy

- Undertake site trials of managing own waste
- In depth waste audit and full waste mapping
- Centrum: Improve material wastage through site efficiency

Biodiversity



E

Biodiversity

- Establish opportunities for improved biodiversity at Centrum site with Nottinghamshire Wildlife Trust and implementation plan

Own workforce



S

Own Workforce

- Launch new Employee Voice strategy – 'AarViews'
- Establish opportunities for volunteering days take up
- Established apprenticeships and further education routes
- Implement cultural embedment for diversity & inclusion

Business conduct









G

Business Conduct / Value Chain

- 2 more rounds of supplier engagement

AarGoals - Moving Forward

2030:

<p>Emissions</p>  <p>E</p>	<p>Emissions</p> <ul style="list-style-type: none">- Scope 1 & 2 emissions down 60% from 2021 baseline- Carbon reduction plan for cement & steel following R&D- UK sourced cement and EAF only newly procured steel- Centrum: All factory plant to diesel alternatives by 2030
<p>Circular resource economy</p>  <p>E</p>	<p>Circular Economy</p> <ul style="list-style-type: none">- Waste reduction of 40% against 2024 baseline
<p>Biodiversity</p>  <p>E</p>	<p>Biodiversity</p> <ul style="list-style-type: none">- Improved biodiversity across Centrum and office sites
<p>Own workforce</p>  <p>S</p>	<p>Own Workforce</p> <ul style="list-style-type: none">- 10% of staff engaged in apprenticeships or internal supervisor and management training plans - based off succession and progression planning
<p>Workers in the value chain</p>  <p>S</p>	<p>Value Chain</p> <ul style="list-style-type: none">- Work primarily with suppliers who meet our Tier 1 requirements
<p>Business conduct</p>  <p>G</p>	<p>Business Conduct</p> <ul style="list-style-type: none">- Accurate and verified emissions reporting year on year with full TCFD requirements fulfilled in each report from 2027

Closing Statement From the Board

As we continue to work towards more efficient, lower impact, and more valuable ways of working, we know that our people are at the heart of driving change forward. By embedding sustainability into our strategy, it is a core part of the way we work and all of us have a responsibility to think about the impact our work has on the planet, those who inhabit it, and wider society as a whole. We're proud of the work we're doing but also know that we have a lot more work to do in order to actively make change and progress towards global goals and targets.

We have laid out an ambitious road to 2030, with our goals and targets there to guide us, but we also know that the goalposts can move over a legislative period and with our usual approach to change management, we will be able to proactively work towards where we need to be. Using the UN's Sustainable Development Goals as a framework, we are able to ensure that our work in sustainability is holistic and multifaceted, helping us to avoid carbon blindness and focus in on a rounded approach.

We are keen to see the progress over this next year and looking forward to reflecting once again on the work we have done across the business.





Prepared and approved Dec 2024

Questions, please contact Cerys Orriss, Sustainability Manager – cerysorriss@arsleff.co.uk

Centrum Pile Ltd, Hawton Lane, Newark, NG24 3BU