

Sustainability Policy Statement

Thomas Sinden's policy is to sustainably deliver a built environment that benefits the communities we work with in the UK. We are a multi-discipline principal contractor committed to operating responsibly in full compliance with UK legislation and considering our impacts on people, places, and our natural environment.

Statement of Intent

Thomas Sinden recognises that our operations have a direct impact on the communities, businesses, and environments we work in. Through our sustainability policy and our business management systems, we are committed to continuous improvement in our operations. Our primary aim is to operate responsibly through the three recognised pillars of sustainable development.

Responsibilities

This policy applies to all employees and contractors working on our behalf. Our Operations Director holds ultimate responsibility for this policy. The management team ensures that the policy objectives are met and integrated into all core business processes and plans. We operate and maintain an Environmental Management System certified to ISO 14001:2015 in support of the policy objectives, ensuring successful implementation through performance measurement and adequate provision of resources.

Policy Objectives

Environmental

- Identify, prioritise, and manage environmental risks in the planning and delivery of all works through documented and enforced procedures.
- Achieve net zero across all Scope 1 and 2 emissions by 2035 and Scope 3 emissions by 2040, aligning our targets with the Science-Based Targets Initiative in alignment with the 1.5-degree warming limit.
- Minimise waste to landfills with a minimum of a 96% waste diversion rate across all projects.
- Prevent biodiversity loss through environmental protection and, where appropriate, ecosystem enhancement.
- Reduce energy, fuel, and water consumption through efficient technology and behaviours.

Social

- Treat all employees, people, and organisations with fairness and respect.
- Provide equal opportunities for all groups through blind recruiting practices and the provision of flexible and adaptable working arrangements, where appropriate.
- Support all employees and supply chain staff with free-to-use and well-communicated mental health services.
- Provide industry-leading levels of in-work training to employees and supply chain staff through apprenticeships, sponsored training, short-and-long course learning, and continuous professional development.
- Deliver community benefits focused on local businesses, training, and skills aligned to our Social Value Policy.

Economic

- Continually improve the efficiency and sustainability of the projects we build.
- Collaborate with our supply chain to implement innovative and sustainable methods, products, and technologies.
- Prioritise procurement through and actively support the business development of SMEs in our supply chains.
- Work in alignment with the 'prompt payment code' to ensure a resilient supply-chain.
- Invest in sustainability training for our employees and supply chain staff.
- Work in partnership with the GLAA Construction Protocol to identify and eliminate modern slavery and labour abuse from our supply chains and pay all employees at least the 'Living Wage.'

Continual Improvement

Measures and targets will be set and openly communicated to deliver on our objectives. We will audit our progress using data collected from our activities. Our employees, supply chain, and relevant interested parties will be informed about this policy, and it will be reviewed annually.

Our stated long-term goal is to achieve best industry practices while complying with the minimum standard set by national legislation.



Steve McMahon
Director with responsibilities for Environmental Policy,
Mar 2026