



Nexus Infrastructure plc

Policy

Environmental, Social and Governance



Environmental, Social and Governance Policy

Background

Nexus Infrastructure plc (including its subsidiaries), referred to in this statement as “Nexus” aims to have a positive impact on society, with measures in place to support individuals, local communities and the environment in which we live.

Our purpose is ‘Building Bright Futures’. This captures how we conduct our business to make sure both individuals and the wider society benefit as an integral element of our strategy.

Scope

This policy applies to all employees of Nexus. This policy does not form part of any employee's contract of employment and we may change it from time to time.

Nexus Policy

- **Sustainability and the Environment**

We recognise that our own operations influence the local, regional and global environment due to the nature of our business. Therefore, we continuously look to improve our own environmental performance and decrease our carbon footprint.

Through our ISO 14001 accreditation, which we are proud to have held since 2002, our Directors and managers participate in defining our environmental action plan by setting realistic objectives and targets for our business in both the short and long-term.

Our ISO 50001 accreditation to ensure Energy Saving Opportunity Scheme (“ESOS”) compliance aids our approach to reducing energy consumption across our sites and offices.

New investments in plant machinery incorporate optimum environmental and energy techniques alongside regular maintenance schedules to ensure they are working efficiently.

- **Social**

We are committed to being socially responsible and aim to deliver positive social impact alongside a financial return.

Our Nexus Community Trust was established in 2011 and supports employee-nominated causes and charities. We also offer a volunteering scheme to employees, where they can take time off for community volunteering.



We are committed to ensuring that everyone is treated fairly and equitably. We give full consideration to the diverse needs of our employees and potential recruits and we are fully compliant with all current legislation.

At Nexus, we understand that our industry has a lack of female representation. We take proactive measures to help recruit and attract more women into our industry, including our 'Women in Construction' campaign among schools and colleges to raise the profile of careers within our company and the industry as a whole.

We believe in success through our employees and have a dedicated in-house People Team providing structured learning, advancement and development opportunities. 'My Bright Future' appraisals, based on our values and purpose, are our way of supporting performance and creating future career paths for our employees.

We are committed to offering a range of apprenticeship programmes, from entry to degree level. Our programmes are not only of benefit to our current employees, but also provide employment opportunities to those leaving education.

- **Governance**

We recognise the importance of high standards of corporate governance and work to the Quoted Companies Alliance (QCA) code. Further details on how we apply the 10 principles of the QCA Code can be found on our website <https://www.nexus-infrastructure.com/about-us/corporate-governance-qca-code/>.

Our Board is committed to establishing high ethical standards of behaviour and corporate governance and we have policies in place, including, but not limited to: health and safety, anti-bribery, environmental protection, equal opportunities, equality and diversity, training and development, whistleblowing, anti-facilitation of tax evasion, and modern slavery. Our policies support our approach of conducting business in an open and transparent manner and are in line with our core values.

We expect our employees to conduct themselves in a manner which reflects the highest ethical standards and complies with all applicable laws and regulations.

Approval

This policy has been approved by the Board of Directors who will review and update it periodically.