OUR APPROACH TO

ENVIRONMENTAL SOCIAL AND GOVERNANCE 2026

Alpha Construction Ltd

www.alphaconstruction.co.uk





"We are committed to reducing our carbon footprint, supporting the next generation and running a business that our people, clients and communities can be proud of."

"As the infrastructure sector evolves, the responsibility on contractors to lead on environmental and social outcomes has never been greater. At Alpha Construction, we don't see ESG as a compliance exercise. We see it as the right way to build.

ESG shapes how we plan our projects, how we engage with communities and how we look after our people. It gives us accountability and drives us to be better. This document sets out where we are today, where we are heading and how we intend to get there.

Alpha Construction was founded in 1982 on the principle that doing the right thing and doing good business are not in conflict. That principle guides our approach to ESG today.

As part of that commitment, we recognise and support the United Nations Sustainable Development Goals. We have aligned our operations with these goals, where our work has the greatest direct impact, and we remain conscious of our broader responsibility to the global agenda they represent."



Anthony Bamford
Managing Director, Alpha Construction Ltd.

17 GOALS FOR PEOPLE, FOR PLANET.

By adopting the UN Sustainable Development Goals, we are joining a global movement dedicated to sustainable progress.

These goals provide the transparency and accountability required to drive real change.

We align our operations with this framework to ensure that every project we deliver contributes to a more equitable and sustainable world.



OUR KEY COMMITMENTS.

NET ZERO BY 2050

Scope 1 and 2 reduction targets are being developed in line with SBTi methodology.

ISO 14001 and ISO 14064-1

Externally certified environmental and GHG management.

ANNUAL CARBON REPORTING

Published via CDP and Achilles every year.

BIODIVERSITY NET GAIN

Minimum of 10% on all applicable projects.

ZERO WASTE TO LANDFILL

100% diversion target across all project operations.

EARLY CAREERS & COMMUNITIES

Apprenticeships, school engagement and volunteering programmes.

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WHAT IS ESG?

Our Mission is to deliver infrastructure sustainably and responsibly, reducing environmental impact, strengthening communities, and operating with professionalism and integrity.

E



How we manage our impact on the natural environment. From the carbon we emit to the land, water and ecology we interact with on every project.

- Tracking Scope 1, 2 and 3 GHG emissions annually against our 2023 baseline
- Targeting Net Zero by 2050, with reductions aligned to the Science Based Targets Initiative
- ISO 14001 certified environmental management, targeting ISO 14064-1 by 2026
- Committed to ≥10% Biodiversity Net Gain on all applicable projects
- Reducing diesel use through alternative fuels and low-carbon plant
- Targeting 100% diversion of waste from landfill across all operations

S



How we invest in people - our workforce, the communities we build in, and the next generation of construction professionals.

- Recruiting apprentices from local education providers every year
- Engaging with schools and colleges through talks, visits and work experience
- Building a community volunteering programme with tracked hours and outcomes
- Growing local and regional procurement to support the economies we work in
- Promoting health, wellbeing and fair treatment across our workforce
- Measuring and reporting social value delivered beyond the project boundary

G



How we run the business - with clear accountability, robust systems, verified data and transparent reporting at every level.

- ESG embedded within our Integrated Management System (IMS)
- Leadership accountability for ESG KPIs - reported quarterly to the Board
- Annual carbon report published via CDP and Achilles
- Third-party accreditations: ISO 14001 certified; ISO 14064-1 targeted 2026
- Policies and procedures regularly reviewed and externally audited
- Clear escalation routes for environmental, social and ethical concerns

WHY DOES ESG MATTER?

Understanding the scale of the environmental and social challenges within the infrastructure sector allows us to move beyond compliance, ensuring every project we deliver leaves a positive, measurable legacy.

25%
of UK Greenhouse Gas emissions are from construction.
UK Parliament Environmental Audit Committee

8%
of global emissions are from cement use alone.
World Economic Forum

60%
of all UK material consumption and waste generation is through the construction industry.
UK Green Building Council

More than 200,000
additional workers are needed in the construction industry by 2027.
Construction Industry Training Board



BEING A CONSIDERATE OPERATOR

Reputation matters. No community wants a transient contractor leaving a negative legacy. Considerate construction improves relationships, enhances brand, and increases repeat business.

NET ZERO PATHWAY

The UK is committed to net zero by 2050. Construction accounts for a significant share of national emissions and contractors are under increasing obligation to demonstrate measurable carbon reduction.

CLIENT AND TENDER REQUIREMENTS

ESG and sustainability criteria are now embedded in major framework bids and PQQs. Clients are mandating carbon reduction plans, social value commitments and formal accreditations as conditions of appointment.

SOCIAL VALUE REQUIREMENTS

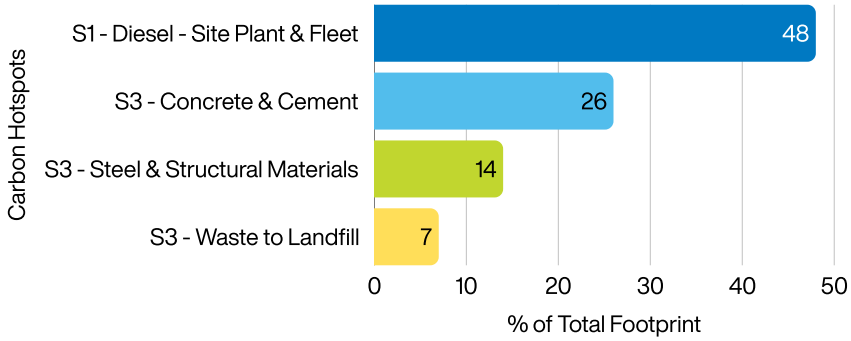
Social value is an important part of how we deliver responsible construction. Through local employment, apprenticeships, volunteering, community support, supply chain engagement and wellbeing initiatives, we aim to create lasting benefits for the people and places connected to our projects.

WHERE ARE WE TODAY?

Understanding our current footprint is the first step toward meaningful reduction. Our 2023 baseline identifies the key areas where we can achieve the greatest impact, supported by the operational and social commitments we have already put in place, as listed below:

CARBON FOOTPRINT SNAPSHOT (2023 BASELINE)

Scope	Source	tCO_2e	%
Scope 1	Diesel – Site plant and fleet	268	12.5
Scope 1	Business Miles - Company vehicles	45.9	2.1
Scope 2	Electricity (offices)	1	<1
Scope 3	Steel and aggregates	470	22
Scope 3	Concrete and cement	1215	56.7
Scope 3	Overnight stays	57	2.4





CARBON TRACKING

Scope 1, 2 and 3 greenhouse gas emissions have been tracked since our 2023 baseline year, with annual reporting via CDP and Achilles.



RENEWABLE ENERGY

Solar panels have been installed on the office roof, with our office electricity supplied on a zero-carbon tariff. In addition, all lighting throughout our premises has been upgraded to energy-efficient LED technology.



FLEET & TRAVEL POLICY

Active car and travel policy in place to manage emissions from company vehicles and business travel.



EARLY CAREERS

Apprentices recruited from local education providers each year, plus school and college engagement through talks and site visits.



ESG MANAGEMENT

Dedicated ESG Manager appointed with responsibility for environmental compliance, carbon reporting and ISO management systems.

OUR ROADMAP TO NET ZERO.

Using science-based carbon reduction principles and with reference to SBTi methodology, we have refined a clear trajectory for our progressive decarbonisation, ensuring our business evolves in line with global climate goals and industry best practice.

2026 — FOUNDATIONS



- Carbon reduction plan will be published
- Apprenticeship targets will be set
- ISO 14064-1 verification achieved
- ESG KPIs baselined and reported to the Board
- Social value measurement framework will be live.

2027 — EARLY ACTION



- Supply chain CRP engagement begins
- BNG delivered on first applicable projects
- Scope 1 reduction programme underway
- Drop-in fuel trials on site plant
- Community volunteering programme launched.

2030 — MEASUREABLE PROGRESS



- Low-carbon plant standard across fleet
- Local procurement target met
- Meaningful Scope 1 and 2 reduction vs 2023
- Social value reporting embedded in all tenders.

2040 — DEEP DECARBONISATION



- Full supply chain carbon transparency
- Social value outcomes independently verified
- Scope 1 and 2 operationally net zero
- Scope 3 reduction trajectory well established
- BNG delivered consistently across portfolio
- Zero waste to landfill achieved

2050 — NET ZERO



- Full value chain decarbonised
- Net zero across all scopes
- SBTi targets met or exceeded
- Alpha Construction Ltd's ESG legacy established.

HOW WE DELIVER: ENVIRONMENT.

We work collaboratively with our clients and partners to implement practical, high-impact environmental solutions that meet rigorous regulatory standards while pushing the boundaries of low-carbon infrastructure delivery.

CARBON REDUCTION



Reducing our Scope 1 footprint by trialling drop-in fuel alternatives for plant and vehicles. We will set clear, measurable reduction targets aligned with SBTi and seek leadership buy-in to drive accountability.

BIODIVERSITY NET GAIN



We are committed to achieving a minimum 10% Biodiversity Net Gain on all projects requiring planning permission. We work with ecologists to integrate biodiversity from design through to delivery.

REGULATORY EXCELLENCE



We will maintain strong performance across all environmental regulatory requirements including pollution prevention, consenting compliance and environmental monitoring, with zero material enforcement actions.

LOW-CARBON DELIVERY



We will proactively offer clients low-carbon construction options, including low-embodied-carbon materials, efficient logistics and on-site energy management, making sustainability a competitive differentiator.

WASTE REDUCTION



Our target is to eliminate avoidable waste to landfill. We will prioritise material reuse, implement segregated waste streams and track diversion rates, working towards 100% diversion.

SUPPLY CHAIN ENGAGEMENT



We will encourage our supply chain to develop carbon reduction plans and report on material carbon data, recognising that Scope 3 procurement emissions represent our largest emissions source.

HOW WE DELIVER: SOCIAL.

We recognise that our industry is only as strong as its people and the communities that host our sites; we are committed to delivering social excellence through transparent engagement, local procurement, and dedicated training initiatives.

SUPPORTING THE NEXT GENERATION



We recruit apprentices from local education providers each year and engage with schools and colleges through talks, site visits and work experience. Supporting early careers is central to our social commitment.

TRAINING AND DEVELOPMENT



We invest in our employees providing training, clear progression routes, and active support for physical and mental health and wellbeing. We value our workforce and their contribution, and are committed to ensuring no member of staff has their health negatively impacted by their work. This delivers better outcomes for our clients and communities, but most importantly for our people themselves.

CHARITABLE CONTRIBUTIONS



We will grow our charitable giving aligning donations with the communities and causes most relevant to our operations and the people we employ.

CONSIDERATE CONSTRUCTION



We train our teams in considerate construction practices minimising disruption, managing noise, dust and access, and leaving a positive legacy in every community we work in.

LOCAL PROCUREMENT



We actively seek to source from local and regional suppliers, supporting the local economy and reducing transport-related emissions. Local spend within 50 miles is a tracked performance metric.

COMMUNITY ENGAGEMENT



We will establish a formal community volunteering programme, enabling our teams to give back to the areas we work in. We track volunteering hours and report on community engagement as a key KPI.

SOCIAL VALUE IN ACTION.



SUPPORTING FUTURE CAREERS

As part of our commitment to developing future talent, we participated in West Nottinghamshire College's Get into Construction event, engaging with approximately 150 Year 10 students from schools across the region.

Working alongside other industry partners, our team helped deliver practical construction activities designed to showcase the diverse career opportunities available within the sector.

By providing young people with hands-on experience and direct interaction with construction professionals, we aim to raise awareness of the industry and inspire the next generation of engineers, tradespeople and construction leaders.

IMPROVING LOCAL LEARNING ENVIRONMENTS

In partnership with Burton Albion Community Trust, we helped transform a classroom used by the Secondary Alternative Education programme, creating an improved learning environment for young people requiring additional support outside mainstream education.

Students played an active role throughout the project, contributing to design decisions, budgeting discussions and the selection of furnishings and artwork. This hands-on involvement helped develop confidence, communication skills and a sense of ownership, while providing a dedicated space designed to support learning, wellbeing and personal development.





LOCAL COMMUNITY SUPPORT

As part of our commitment to environmental responsibility and community engagement, Alpha employees volunteered their time to support Nottingham Hospitals Charity's annual Christmas tree recycling initiative.

The scheme diverted over 1,000 Christmas trees from landfill while raising more than £17,000 to support patients, families and healthcare staff across Nottingham's hospitals. By participating in local initiatives such as this, we help create both environmental and social value within the communities where we operate.

SOCIAL VALUE IN ACTION.



SUPPORTING THE GREYHOUND TRUST

As part of our commitment to supporting local communities, Alpha is proud to sponsor the Greyhound Trust Burton, a charity dedicated to finding loving homes for retired racing greyhounds.

Our sponsorship supports the Trust's 'Hotel Check Out' initiative, providing each rehomed greyhound with a starter pack containing a lead, collar and toy to help them settle into their new home. Through this partnership, we are pleased to contribute to the charity's ongoing work and support animal welfare within our local community.

REDUCING OUR ENVIRONMENTAL IMPACT

As part of our commitment to reducing the environmental impact of our operations, we are trialling Hydrotreated Vegetable Oil (HVO) fuel and hybrid plant at our Holbeach site.

These initiatives aim to reduce our reliance on conventional diesel, lower greenhouse gas emissions and improve fuel efficiency across our construction activities.

By trialling alternative fuels and more efficient plant, we can assess their practical performance and environmental benefits, helping to inform future decisions and identify opportunities to deliver projects more sustainably.





INVESTING IN COMMUNITY HEALTH & SAFETY

Alpha contributed funding towards the installation of two new community defibrillators in Willington, a village close to both our Head Office and our ongoing National Grid Electricity Distribution (NGED) project.

Our contribution helped complete the community fundraising efforts, enabling these potentially life-saving devices to be made available to local residents and visitors.

Through initiatives such as this, we aim to make a positive and lasting contribution to the safety and wellbeing of the communities in which we live, work and operate.

HOW WE DELIVER: GOVERNANCE.

Robust governance is the engine of our ESG strategy; we have integrated accountability into our core management systems to ensure that our environmental and social commitments are backed by verified data and transparent reporting.

INTEGRATED MANAGEMENT SYSTEMS (IMS)



ESG requirements are embedded within our IMS alongside quality, safety and environmental processes with our policies, SOPs, training materials and audit trails all in one place.

THIRD-PARTY ACCREDITATIONS



We are ISO 14001 (Environmental Management) certified and targeting ISO 14064-1 verification by the end of 2026. Annual verification via Achilles and CDP.

PERFORMANCE REPORTING



Annual carbon performance report published. Quarterly ESG updates to senior leadership. Social value tracked and reported against defined KPIs including volunteering hours and charitable donations.

LEADERSHIP ACCOUNTABILITY



ESG KPIs are owned at leadership level. The ESG Manager reports directly to the Board, ensuring environmental and social performance remains a strategic priority.

OUR KPI TARGETS AT A GLANCE.

Area	KPI	Target
Carbon	Annual GHG report published	**Every year**
Carbon	SBTi-aligned reduction trajectory	**Scope 1 & 2**
Carbon	ISO 14064-1 accreditation	**2026**
Biodiversity	BNG on applicable projects	**≥10%**
Waste	Diversion from landfill	**100%**
Social	Apprentices recruited per year	**Ongoing**
Social	Volunteering hours tracked	**Annual KPI**
Governance	3rd-party ISO accreditations	**Maintained**
Reporting	ESG leadership updates	**Quarterly**

Alpha
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