Amey

Life's better connected

Nature Positive Strategy

2025 - 2030

Protecting biodiversity and enabling nature to thrive

ESG is central to the aims and objectives of our business, and as a key part of that, I am delighted to share Amey's first Nature Positive Strategy.

This strategy marks our commitment to integrating biodiversity and ecological resilience into everything we do. The focus on halting and reversing nature's decline goes hand in hand with tackling the impact of climate change.

Our work is aligned with the UK Government's Modern Industrial Strategy 2025, which provides a robust framework for businesses like Amey to lead the transition to a greener economy. The Government has committed over £2 billion annually to Environmental Land Management and £400 million for nature-based solutions and biodiversity net gain. The Government has set a clear direction where restoring nature is an environmental imperative and a national economic priority.

At Amey, we fully support this direction. The infrastructure we manage across Transport and Complex Facilities sectors often provide diverse habitats and homes for a vast array of species.

Our strategy supports nature recovery and sets out how we will deliver nature-positive outcomes across the assets we design, maintain, and operate. It also explains how we will protect and enhance these natural assets through evidence-based targets.

This critically requires the expertise of our people and the effective collaboration with our supply chain and partners.

We are proud to support initiatives such as the UK Nature Positive Business Pledge, Rebuilding Nature, and the Supply Chain Sustainability School, which help drive collective action.

Through our Planet+ programme, we engage our people to become biodiversity champions, embedding ecological thinking into everyday decisions.

In partnership with communities, suppliers, and clients, we advocate for long-term action, recognising the benefits of healthy ecosystems, biodiversity, and nature.

I look forward to progressing this vital work as a core aspect of our ESG strategy.

Andy Milner
CEO, Amey

The four pillars that set out our commitment to support Nature Positive outcomes:

- Ecological protection and risk management
- Nature positive thinking
- Achieving biodiversity benefit
- Combining action on climate and biodiversity

At Amey, we understand the critical role biodiversity plays in sustaining the ecosystems that support all life.

In response to increasing environmental challenges, our Nature Positive Strategy outlines our commitment to protect and enhance biodiversity through our operations and supply chain.

Businesses like ours are uniquely positioned to make a difference. Beyond compliance, we can rethink how land is used, how infrastructure supports ecosystems, and how investment in nature delivers measurable value.

Our key strategy pillars and priorities for action demonstrate how we can help the natural environment to flourish through the delivery of sustainable infrastructure.

A focus on biodiversity

Biodiversity is the foundation of the ecosystem services that sustain life on Earth. These include pollination, water purification, carbon sequestration, and soil health, which are essential for natural and human systems to function.

Without rich biodiversity, these services would deteriorate, leading to significant environmental and economic consequences.

Today, biodiversity is under unprecedented threat from habitat loss, climate change, pollution, and the spread of invasive species.

These challenges are complex, interconnected and amplify one another, creating a cycle of degradation that threatens the stability of ecosystems worldwide. Addressing these challenges requires urgent and coordinated action.

Legal and policy context

As a supplier to UK Government and public bodies, we are committed to aligning our Nature Positive Strategy with national and international frameworks that guide conservation and recovery efforts.

In early 2025, the Northern Ireland Department of Agriculture, Environment and Rural Affairs (DAERA), Scottish Government, Welsh Government and UK Government joined forces to create a collaborative plan. **The Blueprint for Halting and Reversing Biodiversity Loss: the UK's National Biodiversity Strategy and Action Plan (NBSAP)** for 2030 was published in line with the Kunming-Montreal Global Biodiversity Framework (GBF).

The NBSAP provides a coordinated approach for participating governments to work together to address biodiversity loss and commits the UK to achieving all 23 of their GBF targets. These targets include expanding protected areas, reducing pollution, eliminating the impacts of invasive species, improving connectivity for wildlife and access to green and blue spaces for people, improving health and wellbeing.

National Biodiversity Strategy Action Plan

Our role in nature recovery

We design, maintain and operate infrastructure and facilities across the UK and internationally, working with operators and owners within rail, highways, defence, justice, education, health and aviation.

The infrastructure we work with is also home to a variety of wildlife. Road verges on strategic and local road networks, as well as railway lineside estates, support kilometres of woodland, grassland and hedgerow that provide food, shelter and commuting routes for wildlife.

Buildings, bridges and tunnels support bat roosts and nesting birds. The green space around housing, offices, depots, hospitals, defence sites and prisons offer places for people to interact with nature.

Whether it is children playing in their local woods, office workers enjoying a lunch break in the fresh air or the wider public cycling through towns and cities, a biodiverse environment is key in promoting health and wellbeing.

We are well-placed to foster thriving habitats within the assets we manage and use linear infrastructure to encourage and maintain wildlife corridors at a landscape level.

Partnerships and collaboration

Amey's commitment to building a Nature Positive future includes fostering strong partnerships, collaboration, and external knowledge sharing.

We have committed to the Nature Positive Business Pledge, a framework which will support our business to act in a Nature Positive way, through a robust and transparent peer-reviewed reporting process.

We are also supporting Rebuilding Nature, an alliance of cross-sector organisations working together on a mission to establish nature as critical infrastructure. This work includes restoring ecosystems, supporting communities and strengthening national resilience.

We are also partners of the Supply Chain Sustainability School, collaborating for education across the value chain.

In January 2025, we partnered with Plymouth University on a joint research project: *'Evaluation of corporate biodiversity strategies: can a 'nature positive' approach lead to effective management of ecological risk, protection of biodiversity and human wellbeing?'*.

The project included an employee survey to understand how employees perceived biodiversity as an issue, along with in-depth interviews.

During interviews, all participants acknowledged biodiversity as a serious and growing priority for Amey, with some citing a noticeable recent cultural shift.

Participants felt that Amey holds a unique position between clients, supply chains, and regulators and could be a leader in shaping industry standards and practices. The need for credible, measurable action and avoiding tokenism was emphasised by many.

Embedding relevant metrics across the business will be essential to demonstrate real value. We are undertaking a cultural change programme called Planet+, which will continue this year with a Nurturing Nature theme. This will offer more opportunities to engage with employees on this topic.

January 2025 employee survey results:

88%
felt biodiversity is very or somewhat important on a personal level.

81%
felt biodiversity is very or somewhat important to Amey.

71%
felt that having a Nature Positive strategy was very importment.

68%
felt biodiversity was relevant or somewhat relevant to their day-to-day work.

Nature Positive Business Pledge

Rebuilding Nature

Supply Chain Sustainability School

Understanding our baseline

To inform this strategy, we commissioned a Biodiversity Footprint Assessment across each business unit.

This involved:

- **Upstream (supply chain) assessment:** mapping our procurement categories against the ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) materiality tool. This helps us understand the biodiversity-related impacts and dependencies of our upstream supply chain.
- **Location analysis:** qualitative assessment of the biodiversity sensitivities, baseline water stress, flood and drought risk at prioritised operational sites covering over 400 locations.
- **Direct operations:** qualitative assessment of the biodiversity risks and opportunities from typical activities around the business.
- **Policy and pensions:** an independent review of our environmental policies and controls and a high-level evaluation of our approach to pension screening.

Upstream assessment

We conducted a materiality assessment (see Figure 1) using procurement data from 2023–2024, which covered 480 categories and totalled £1.74 billion. The analysis identified key areas of environmental impact - particularly in aggregates, plant, waste treatment and disposal, construction, fertilisers, and chemicals.

This presents significant opportunities for us to reduce its footprint through more sustainable design, construction, and procurement choices. The analysis also highlighted gaps in procurement data which can be improved to help future footprint assessments.

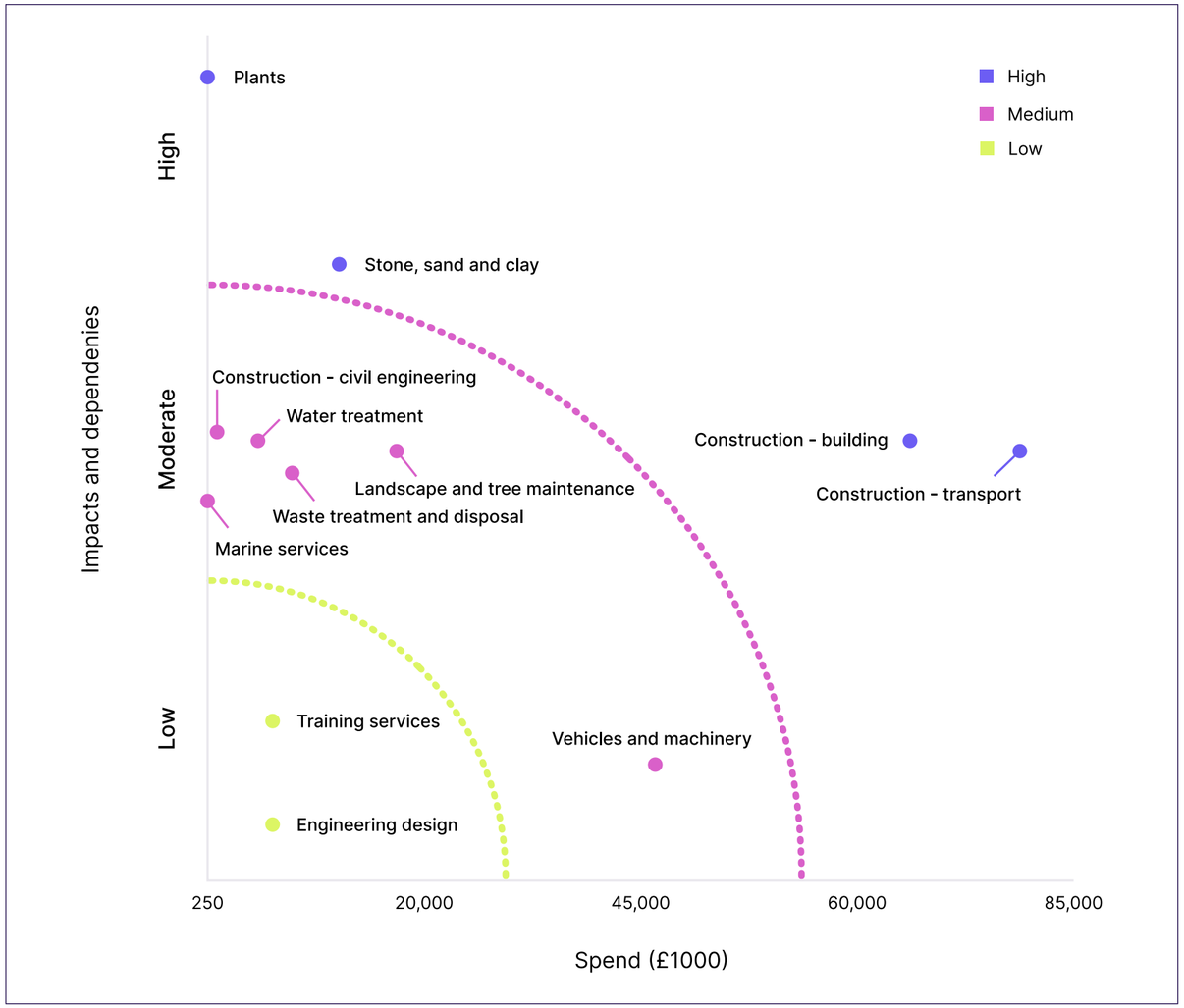


Figure 1: Double materiality of Amey procurement categories

Location analysis

The site-specific analysis (see Figure 2 for an example) revealed where our operations are within proximity to protected areas or overlap with natural lands. The results of the analysis will allow us to prioritise resources and mitigation to the most ecologically sensitive locations we operate in.

The location analysis also considered baseline water stress, flood risk and drought risk for offices, depots, linear infrastructure and facilities we manage across the UK. No sites exceeded a ‘low-medium’ score for flood risk, with most rated ‘low’. However other factors such as drought risk and water stress scored higher.

Understanding these water-related risks and dependencies allows us to identify locations that may require additional water management strategies or contingency planning.

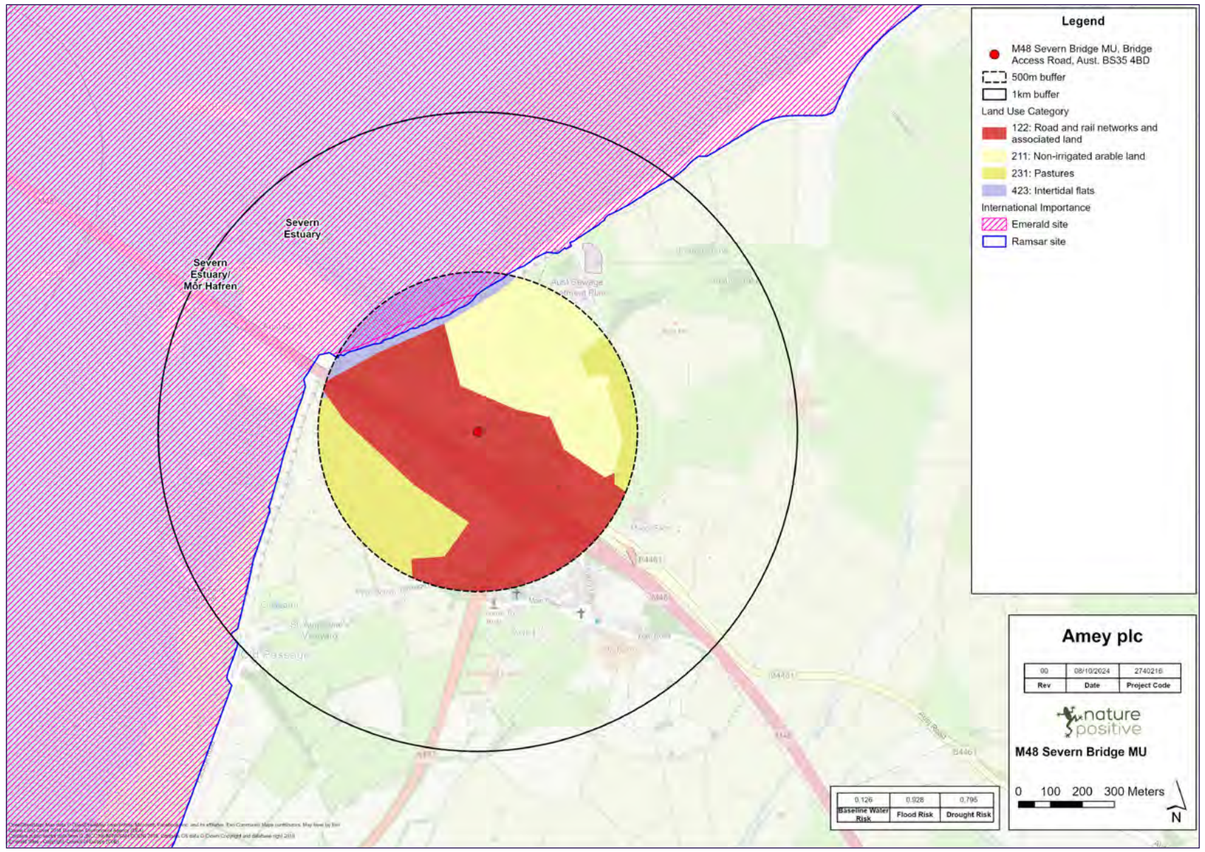


Figure 2: Site specific analysis example: Amey’s Severn Bridge Inspection and Maintenance contract for National Highways is located within a Special Area of Conservation and Special Protection Area and therefore scored highly in the location analysis.

Our Nature Positive Strategy

Our nature vision: infrastructure that protects biodiversity and enables nature recovery, recognising the essential role a thriving natural environment plays in our collective wellbeing.

The following four pillars set out our commitment to support Nature Positive outcomes in partnership with our employees, suppliers, customers and stakeholders. These pillars have been informed by our Biodiversity Footprint Assessment, employee engagement and external insight. Together, they frame the actions we will now take forward.

Ecological protection and risk management

Risk reduction underpins the management of biodiversity assets. We advocate for operational approaches that integrate biodiversity considerations into all aspects of risk management.

We will address risks and impacts associated with protected species, invasive species and pollutants through early and ongoing consideration of the natural environment.

Nature positive thinking

We champion activities and programmes that educate and activate people on biodiversity.

These will include training and workshops, collaborating with partners, publishing resources and developing new standards to support teams and organisations to contribute to biodiversity recovery.

Achieving biodiversity benefit

We support on-the-ground biodiversity benefit and commit to achieving measurable improvements through habitat creation and restoration.

This covers land that we design for, manage, maintain or support through partnerships with organisations including charities and community groups.

Combining action on climate and biodiversity

Our understanding of nature and our dependencies on it continue to mature. Like climate, biodiversity cannot be considered through one lens.

We advocate for action that addresses the connected challenges of climate and nature and, across the full value chain of operational activity.

Ecological protection and risk management

Embedding best practice and innovation to protect nature

Ecological risk management is critical to reduce impacts on biodiversity. We will improve integration of biodiversity considerations into our risk management practices, supported by early engagement with our environmental specialists.

Our priorities:

1. **Early biodiversity integration:** Embed ecological screening and ecological risk assessments into all project inception and design phases, ensuring mitigation hierarchy principles are applied from the start.
2. **Training on biodiversity risk:** Targeted training and communication campaigns for employees and suppliers on ecological risks, including species protection, invasive non-native species (INNS) management, and biodiversity conservation. We will support partnership with organisations such as the Supply Chain Sustainability School to simplify training and ensure accessibility for all.
3. **Reducing indirect impacts:** We will use location-based biodiversity footprint assessments to review sites adjacent to sensitive habitats for protected and priority species. We will carry out location-specific risk assessments, mitigate to reduce impacts (e.g. reduce light spill, noise disturbance or risk of pollution) and provide additional food or shelter opportunities for target species.
4. **Audit and continuous improvement:** Implement faster lessons-learnt processes, to ensure biodiversity risks are reviewed and managed consistently across all projects. We will challenge our operations to innovate for better ecological risk management and invest in technology where appropriate. Comprehensive audits of projects and operations will be carried out by qualified Ecologists or HSEQ teams.
5. **Dedicated ecologists:** Integrate ecologists through secondment opportunities in our operational business units or wider partners, providing closer working relationships with our in-house team. This will drive integration of biodiversity management into everyday operations and align the Nature Positive Strategy and Planet+ themes.

Ecological protection and risk management
Nature positive thinking
Achieving biodiversity benefit
Combining action on climate and biodiversity

Ecological protection and risk management

Case studies

Ecological protection and risk management

Nature positive thinking

Achieving biodiversity benefit

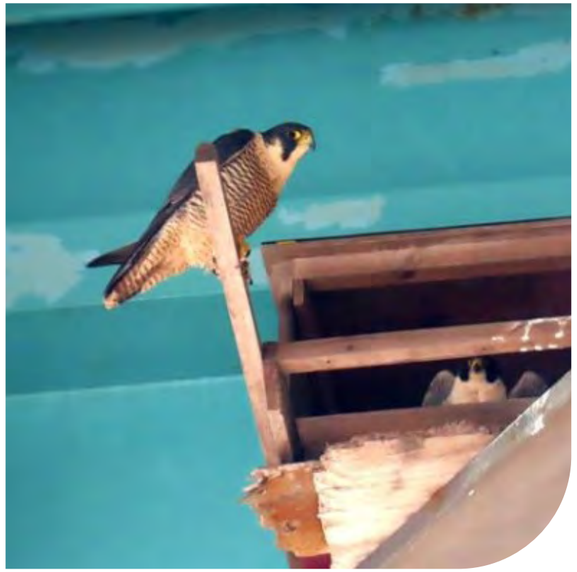
Combining action on climate and biodiversity

Managing bats across Defence housing

We maintain tens of thousands of service family accommodation properties on behalf of the Ministry of Defence and need to consider the presence of bats and birds for activities such as re-roofing.

Our ecology team have supported programme and site managers through training and guidance to manage the risk of bats being present. They have also reviewed the approach to surveys based on emerging technologies and updated guidance.

We have an ecologist embedded in the defence team to help with survey and licence coordination, and ensure the right expertise is in place.



Protecting birds on the Severn Bridges

We maintain the Prince of Wales bridge for National Highways. The bridge carries the M4 over the Severn Estuary Special Protection Area which is designated for waders and wildfowl.

Our ecologists and the site team regularly monitor species of bird which are resident on the bridge – including the Peregrine Falcon.

The team ensures works are kept at a safe distance from the nesting sites, which are protected from disturbance during breeding.

A breeding site was built several years ago by our team who were pleased to see it in use last year for the first time.

Nature positive thinking

Setting the standard for biodiversity leadership

Ecological protection and risk management

Nature positive thinking

Achieving biodiversity benefit

Combining action on climate and biodiversity

Research and insights from monitoring and knowledge-sharing are vital to progressing our collective action for nature. Our strategy supports continuous improvement in biodiversity management across design, construction, and operations through education and training.

Biodiversity is a shared responsibility, and we will engage employees, suppliers, and customers to unify our approach. We will appoint biodiversity champions across the company to share success stories and promote best practice.

Our priorities:

1. **Biodiversity training for leaders:** Senior leaders and managers will receive biodiversity training focused on nature-based solutions, enhancing ecological connectivity and long-term ecosystem resilience.
2. **Research, innovation and digital tools:** Investment in industry-leading research and partnership, including digital solutions for monitoring and INNS management. This will continuously improve how we incorporate biodiversity into project lifecycles.
3. **Volunteering and wellbeing:** Encourage people to engage in hands-on biodiversity activities and connecting them to nature through volunteering. This includes habitat restoration, native planting, and local ecosystem support to establish links with nature conservation and community partners. We will also work to link the wider wellbeing benefits to the protection and enhancement of nature.
4. **Communication and knowledge sharing:** Regularly share biodiversity success stories and best practice through support of advocacy, communications, and events that foster a collective culture of biodiversity stewardship. Establish champions on key contracts to lead by example and encourage good practice and share success stories.
5. **Become an industry leader:** Develop and share best practice guidelines for biodiversity management in the infrastructure and facilities sector from our full asset life cycle insights. Work with partners such as the Supply Chain Sustainability School to further develop these standards.
6. **Supply chain engagement:** Assess the biodiversity impacts of our supply chain and ensure all suppliers align with our commitments. We will evaluate both our own and supplier's operations. By fostering strong relationships and setting clear expectations, we will support our suppliers to protect biodiversity.

Nature positive thinking

Case studies

Collaborating with Network Rail and wildlife Charities

On the London to Corby project as part of the East Midlands route, we collaborated with Network Rail, the Freshwater Habitats Trust, Amphibian and Reptile Conservation Trust and Furnace Lance Action Group to design biodiversity enhancements for great crested newts on a demobilised depot site.

This included creating ponds, native tree planting and sowing wildflower areas. Amey volunteers used their social impact days to assist with tree planting. Biodiversity Net Gain metric calculations were undertaken to help towards Network Rail's Biodiversity Action Plan objectives for net gain.

Image courtesy of Tabitha Roache-Osbourne Redmires.

Toad Patrol

A local group in Sheffield, supported by Froglife and Sheffield and Rotherham Wildlife Trust have set up a Toad Patrol in the Redmires area of Sheffield to help toads cross the roads in the main breeding season.

They were looking for some more professional and effective seasonal signs rather than their home-made signs. we created these in their sign shop and provided them free of charge for the project.

Ecological protection and risk management

Nature positive thinking

Achieving biodiversity benefit

Combining action on climate and biodiversity

Achieving biodiversity benefit

Enhancing biodiversity across our portfolio

We commit to implementing habitat creation and restoration projects with meaningful monitoring to demonstrate our positive impact on biodiversity. Outcomes will be evaluated using a range of biological indicator techniques with a long-term goal of setting and achieving Science Based Targets for Nature (SBTN).

Our priorities:

1. **Habitat creation and restoration:** Identify opportunities for habitat creation and restoration within our major rail, highways and facilities management contracts. We will conduct baseline surveys and prepare enhancement plans. Where there is scope, we will explore opportunities to create green buffers and corridors at operational sites to aid habitat recovery, species movements and ecological resilience. We will also seek to contribute to biodiversity through our charity partnerships.
2. **Enhancements for key species:** Identify opportunities for species-level interventions at suitable sites where we have ownership or long-term control. We will also build in monitoring processes to assess success.
3. **Progress of Biodiversity Net Gain (BNG):** BNG credits are a mechanism that allows developers to meet environmental targets by funding off-site improvements when on-site is not possible. This opens a market-driven approach to achieving biodiversity uplift. We will support clients in managing their BNG requirements and explore opportunities to develop sites for BNG credits.
4. **Biodiversity Action Plans (BAPs):** Develop and implement Biodiversity Action Plans (BAPs) for our major frameworks to influence day-to-day activities as well as identifying local opportunities for habitat creation and restoration. Where necessary, we will seek funding to achieve BAP objectives and measure progress.
5. **Science Based Targets for Nature (SBTN):** in the long term, aim to set suitable SBTNs related to species richness and abundance, habitat type coverage (area), and specific species monitoring methods and get them verified. We will use the **Defra Biodiversity Net Gain** (BNG) metric to measure success where suitable.

Defra Biodiversity Net Gain

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Exploring opportunities for investment in nature across Defence

We manage over 1,000 hectares of green space around military housing, and our experienced grounds maintenance team work with the community to identify opportunities for biodiversity.

Baseline habitat surveys were conducted on wet grassland areas at Boulmer which were regularly cut as amenity grassland.

With a simple change to our management regime, the range of wildflowers were able to flourish and be enjoyed by local residents.

Our ecology experts have surveyed defence sites to identify further opportunities to enhance green space, engage communities and achieve BNG.

Nature Networks

The M8 Nature Networks Pilot Study is a collaborative initiative between Scottish Roads Partnership (SRP), Glasgow City Region Green Network, and Amey Transport Infrastructure.

The focus is on a stretch of the M8 between Baillieston and Eurocentral roundabouts, assessing 27 sites covering 17.84 hectares. There has also been a further 8.54 hectares across 7 sites identified for investigation. Our environmental and landscape teams are carrying out site visits and assessments using criteria such as land area, slope, habitat quality, species presence, and visual amenity.

The aim is to identify opportunities for habitat creation and connectivity, supporting the development of Nature Networks across the M8 and other Amey-managed areas.

We are exploring sustainable practices such as introducing wildflower areas, reducing mowing frequency, switching to electric or battery-powered maintenance equipment, and composting grass cuttings.

Enhancing carbon sequestration through improved soil health and planting of trees and shrubs is also being considered.

Combining action on climate and biodiversity

Linking our Nature Positive Strategy with our Net Zero commitment

Ecological protection and risk management

Nature positive thinking

Achieving biodiversity benefit

Combining action on climate and biodiversity

Combining climate and biodiversity action by linking this Nature Positive Strategy with our Net Zero commitment is essential for achieving a sustainable future.

Our commitment includes transitioning to low-emission technologies, engaging suppliers to reduce carbon and biodiversity footprints, and enhancing infrastructure climate and ecosystem resilience. We see many cross-benefits to our biodiversity strategy that also support climate resilience.

Our priorities:

1. **Nature-based solutions:** Embed biodiversity principles and nature-based solutions in the early stages of infrastructure and facilities projects. We will use natural processes to solve environmental challenges where possible, such as water management, soil health, and habitat creation.
2. **Green infrastructure:** Identify opportunities for green infrastructure networks that increase climate resilience, promote ecological connectivity, mitigate the impacts of climate change and support ecosystem resilience. Use metrics to assess the benefits of projects, like the **Environmental Benefits for Nature Tool** (EBNT) and review suitable tools as they are developed.

Environmental Benefits for Nature Tool

3. **Waste and chemical use:** Incorporate waste management hierarchy into all operations, to reduce pollution and support biodiversity-friendly practices. Work to remove or significantly reduce the use of pesticides and synthetic fertilisers across all sites. This commitment will also extend to our supply chain, requiring relevant suppliers to confirm the absence of harmful chemicals in their products.
4. **Water management:** Introduce a comprehensive framework to measure and mitigate water usage across operations within our control, with a focus on sites in water-stressed areas. We will explore rainwater harvesting and greywater recycling to reduce reliance on freshwater sources. Additionally, we will continue to monitor the guidance and methodology from SBTN on freshwater targets and review suitability for sensitive locations.
5. **Carbon and habitat management:** Invest in research and adopt sustainable habitat management practices which enhance biodiversity and sequester carbon. Trial natural regeneration approaches to reduce carbon footprints associated with nursery-grown plants and habitat management.
6. **Biodiversity footprinting and sustainable procurement:** Carry out feasibility assessments to introduce biodiversity requirements into service level agreements and contracts. Develop specific targets for reducing the impact of our operations on refined categorisation and labelling of procurement data, identifying priority suppliers, and engaging suppliers to build capacity. Set measurable biodiversity footprinting targets and create dashboards to monitor progress. This will also support our reporting to the Taskforce for Nature-related Financial Disclosure (TNFD).

Combining action on climate and biodiversity

Case studies

Ecological protection and risk management

Nature positive thinking

Achieving biodiversity benefit

Combining action on climate and biodiversity

Nature based solutions for road resilience

The A590 Cross-a-Moor Junction Improvement Scheme involved the construction of a new roundabout on the A590 at Swarthmoor, Cumbria. It included a new link to connect the existing local road network.

As part of the scheme, flood prevention mitigation was required. Our ecologists advised on the creation of a new wetland area, which had multiple benefits for biodiversity as well as local residents.

Working closely with our landscape team, we designed a suite of on-site mitigation measures. This consisted of native hedgerow, wildflower bulb, tree and shrub planting, and a wetland area which slowed water entering the local river system.

The project achieved over 55% Biodiversity Net Gain and will result in a long-term benefit for the community.

Enhancing ecological connectivity on the Strategic Road Network

Our ecology team working on the National Highway's Scheme Design Framework (SDF) have helped secure funding for environmental improvement schemes around the South-West Strategic Road Network through Environment and Wellbeing Designated Funds.

This included large- and small-scale creation and enhancement of ponds, wetlands, species-rich grassland, hedgerow and woodland, in line with funding criteria.

These habitat improvements provide National Highways with an increase in biodiversity units and enhance the soft estate as critical green infrastructure and a corridor for wildlife.

Aligning with the Taskforce on Nature-related Financial Disclosures (TNFD)

TNFD is an international framework that helps businesses assess, manage, and report nature-related risks and opportunities. Like the Taskforce on Climate-related Financial Disclosures (TCFD), TNFD focuses on the financial impact of biodiversity loss, land and water use, and nature dependencies.

Steps to disclosing

We support the principles set out by TFND. To align with TNFD and strengthen our ability to report on nature-related risks, we will:

- **Upgrade data management:** Invest in technology to track biodiversity, land use, and ecosystem impacts with greater accuracy.
- **Integrate nature-related risks:** Ensure nature-related risks are incorporated into our financial reporting and are aligned with existing frameworks like TCFD and Streamlined Energy and Carbon Reporting (SECR).
- **Corporate governance:** Embed TNFD compliance into corporate strategy and financial planning, with board-level oversight to ensure accountability.
- **Prepare and report:** Develop our first TNFD public disclosure for publication in 2026 annual reporting.

To strengthen our understanding of nature-related impacts within the supply chain, we will formalise the metrics and targets we use. This includes completing procurement data categorisation, engaging priority suppliers on biodiversity issues, and assessing suppliers for physical water and climate risks.

Short-term Key Performance Indicators (KPIs) will track progress, such as the percentage of priority suppliers engaged on biodiversity and percentage of relevant products confirmed to be free of fertilisers, herbicides and pesticides.

Amey ecologist attending training to work towards a licence to survey barn owls.

Strategy implementation across Amey

Governance and accountability

Our ESG Committee, led by the Chairman of the Amey Board and composed of Board and Executive Committee members, are accountable for this plan.

Our Environmental and Sustainability Steering Committee, including members of the senior leadership team, will oversee the implementation of this strategy. This group will ensure that our biodiversity goals are met and that we are held accountable for our commitments.

Each operational business within Amey will use the objectives and priorities outlined in the strategy to develop sector-specific Nature Positive Action Plans. These plans will demonstrate how each unit will respond to priorities under the four pillars over the next five years.

Our ecology team will play a central role in guiding content development and ensuring that all biodiversity-related activities are scientifically sound and aligned with our overarching ESG strategy.

Measuring and reporting progress

To ensure our strategy delivers results, we will establish a clear system for measuring and reporting progress. We will track this work across our operations and provide clear and honest updates on our successes and areas for improvement in an annual report.

Metrics: In addition to the long-term metrics that will be identified in the Nature Positive Action Plans, Amey will monitor KPIs to demonstrate early progress. These will include:

- Number of sector-specific Nature Positive Action Plans progressed by the end 2025.
- Percentage of employees trained on ecological risk and biodiversity.
- Number volunteering days that support nature.
- Number of hectares enhanced for biodiversity over and above client requirements.
- Number of species-specific features added over and above client requirements.
- Number projects designed with nature-based solutions or biodiversity benefits.
- Percentage of strategic suppliers and those with materially significant nature impacts who are engaged on biodiversity issues.
- Percentage of contracts actively reviewing use of products confirmed to be free of fertilisers, herbicides, pesticides and peat-free.

Annual reporting: We will publish progress against this strategy within our annual reporting, providing transparency and accountability on our Nature Positive pillars.

Amey employee supporting biodiversity on their Social Impact Day

Conclusion

Protecting and enhancing biodiversity is a shared responsibility, and we invite all our employees, partners, and communities to join us in this vital effort.

Together, we can create a future where nature thrives alongside human development ensuring a healthy planet for generations to come.

Through the four pillars outlined in this plan, we will deliver measurable biodiversity outcomes and shape the future of sustainable infrastructure and facilities management.

Glossary

Biodiversity: The variety of life of an area at genetic, species and ecosystem levels.

Biodiversity Action Plan (BAP): A strategy that sets out actions to protect, restore and enhance biodiversity in a specific area or for particular species and habitats.

Biodiversity footprint: Amey's overall assessment of impacts and risks related to nature.

Biodiversity Net Gain (BNG): BNG is an approach to development. It makes sure that habitats for wildlife are left in a measurably better state than they were before the development.

Carbon sequestration: The process of capturing and storing atmospheric carbon dioxide such as in forests, soil and wetlands.

Ecology: The relationships between living organisms and their environment.

Ecosystem resilience: The ability of an ecosystem to recover from disturbances or changes and continue to function effectively.

Ecosystem service: The direct and indirect benefits of ecosystems to human wellbeing.

Environmental Management System: A structured framework that organisations use to monitor, manage, and improve their environmental performance.

Environmental, Social and Governance (ESG): Criteria used to measure the sustainability and social impact of a company or investment.

Greywater: Wastewater from non-toilet sources such as sinks, showers and washing machines, which can often be recycled for uses like irrigation.

Habitat: The natural environment in which a species or community of organisms lives.

Invasive and Non-native Species (INNS): Species that have been introduced to an area outside their natural range and may spread rapidly, often harming and disrupting native species and ecosystems.

Nature-based solutions (NbS): Actions that protect, sustainably manage, or restore natural ecosystems to address environmental and societal challenges, such as climate change or flooding.

Nature Positive Action Plan (NPAP): A sector specific action plan produced for each area of Amey's business which sets out their commitments under the four pillars of this strategy

Net Zero: A state in which greenhouse gas emissions are balanced by greenhouse gas removals, such as through carbon offsetting.

Planet+: A cultural programme produced from Amey's ESG strategy which focuses on encouraging six key behaviours that will make a difference for us at Amey, our customers and our communities.

Science based targets for nature: Goals that help organisations align their environmental actions with planetary boundaries for biodiversity, land, freshwater and ocean systems.

Streamlined Energy and Carbon Reporting (SECR): A UK framework requiring certain companies to report their energy use, carbon emissions, and efficiency actions.

Taskforce on Climate-related Financial Disclosures (TCFD): A framework for companies to disclose climate-related financial risks and opportunities consistently and with transparency.

Taskforce on Nature-related Financial Disclosures (TNFD): A framework to help organisations report and act on nature-related risks and opportunities with transparency, and to support nature-positive decision-making.

Wildlife: The wild and native fauna and flora of a region.