Amey

ESG Policy

Summary

Our purpose at Amey is to deliver sustainable infrastructure solutions, enhancing life, and protecting our shared future. This sustainable future will be achieved, in part, through commitment to this Environment, Social and Governance (ESG) policy and supporting strategy that details our contribution to sustainable development and long-term stakeholder value.

Principles

Amey is dedicated to building a sustainable future through the following principles:

- **Supporting Global Goals**: We support the United Nations 2030 Agenda for Sustainable Development and its Sustainable Development Goals and are committed signatories to UN Global Compact.
- **Driving ESG Priorities**: Our ESG strategy focuses on the following three core goals:
  - Environment Sustainability - Accelerate the change to a resilient and low carbon future
  - Social Sustainability - Enhance the wellbeing of the communities and people we impact
  - Governance and Economic Sustainability - Achieve sustainable and responsible growth
- **Strategic Planning**: We develop and regularly review our ESG Strategy, setting clear objectives, targets, and KPIs to guide our progress.
- **Creating Value**: We align to the UN Global Compact Value Driver Model to assess the value of our ESG actions through the lens of growth and opportunity, productivity and risk.
- **Embedding Sustainability**: ESG and sustainability is integrated across all levels of our business and decision-making processes.
- **Empowering Delivery**: We provide the necessary resources, expertise, and training to deliver our ESG and sustainability strategy.
- **Aligning Incentives**: ESG objectives are built into our bonus scheme to reinforce accountability.
- **Engaging Stakeholders**: We actively listen and respond to the economic, environmental, and social expectations of our stakeholders. Key stakeholders include shareholders, employees, suppliers, customers, industry forums and communities.
- **Influencing Change**: We participate in external forums to shape industry practices and policy for sustainable outcomes.
- **Transparent Reporting**: We share our ESG performance and progress annually.
- **Managing Risks and Opportunities**: We regularly assess ESG and sustainability risks and opportunities and strengthen our systems to manage them effectively.
- **Ensuring Compliance**: We meet all legal, internal, and voluntary ESG and sustainability commitments we subscribe to.

Aligned policies

Further detail on our ESG commitments are included in the following policies:

- Environment Sustainability - Environment Policy
- Social Sustainability - Inclusion Policy, Social Value Policy, Health & Safety Policy, Volunteering Policy
- Governance and Economic Sustainability - The Amey Code, Business Ethics Policy, Sustainable Procurement and Supply Chain

Communication of the policy

The policy will be communicated, understood, and applied within the organisation via any suitable method and will be made available to relevant interested parties as appropriate

Responsibilities

Corporate governance – Oversight of the Amey Group strategies, goals, policies, performance and disclosures related to ESG and Sustainability as required by Amey Board are delegated to an ESG Committee.

Policy communication - The CEO has nominated the Group ESG Director to act on their behalf to monitor the execution of this policy throughout the Amey Group.

Enabling Functions and Business Units - Each business unit and group function shall develop plans, that enable the delivery of the wider Amey ESG and Sustainability objectives and targets

Andrew Milner
Chief Executive Officer
For and on behalf of the Board

Revision status

REVISION	DATE	AMENDMENT	CONTENT OWNER	MANDATED BY
1.0	Aug 2025	New Policy Document	Emily Davies	Andy Milner