



## Overview

Sustainability is a key priority for our business. We will deliver sustainable solutions with our people, our customers, and our supply chain for the wider community and environment in which we work and live.

WJ will promote best sustainable practice and meet or exceed guidance set out by government and regulatory bodies. This policy reflects our commitment to ensuring that sustainability is paramount to all activities in our business.

## Core Values

Our total commitment to sustainability will be delivered through our supporting policies and core values as follows:

- We will conduct our business with integrity in accordance with our values and policies to deliver our sustainability goals.
- We will integrate sustainability into the technical expertise, advice and solutions we offer our customers
- We will continue to focus on excellence and develop our services in the field of economic, social and environmental sustainability to open up new markets and commercial opportunities
- We will actively manage the environmental and social impacts of our own operations to the benefit of all our stakeholders, to increase shareholder value and become a more profitable business that people want to work for and with, as employees, suppliers and partners.
- We will be active and responsible participants in all the communities where we operate.

## What we will do

### Environmental & Climate change

- We are committed to the protection of the environment by seeking to avoid significant adverse effects on communities, businesses and the natural, historic and built environment, including the prevention of pollution.
- We will work with our customers and suppliers to be best in class in reducing waste, managing our use of water and raw materials, reducing pollution from our operations and protecting and minimising our impact on biodiversity and the environment wherever we operate.
- We aim to minimise adverse impacts where they occur and deliver enhancements as far as practicable to attain no net loss to the natural environment.
- We will review WJ's internal management system that facilitates the efficient use of resources to minimise the carbon footprint of our business as far as practicable.

### Sustainable Communities

- WJ will make a positive difference to the development of our local communities, enabling them to thrive and prosper, with a clear impact in areas such as employment, skills and training.
- WJ will support measures to develop new skills and improve existing skills to deliver environmental, social and commercially focused services that create value for customers.
- WJ will act as a driver for improvements in the sustainability of the engineering and construction sectors by ensuring that the right workforce is available at the right time with the right skills, training and attitude.
- WJ will respect the social and cultural diversity of our employees and will strive to attract and retain the best talent in the market. This includes providing a safe and healthy work place.

## How we will deliver this

To deliver our vision we will embed sustainability in our business at each phase of the project through:

- Ensuring sustainability is integrated into our culture, procedures and processes. This will be managed through the implementation and continual improvement of an Environmental Management System to enhance environmental and sustainability performance.
- Implementation of the systems and processes which ensure that we comply with all relevant laws and regulations governing business, society, the environment and health and safety.

### Sustainable Procurement

WJ is committed to meeting its needs for goods and services, in a way that achieves value for money and generates benefits not only to the organisation, but also to society, whilst minimising environmental damage.

#### WJ is committed to:

- Collaboration with our suppliers on the development of enhanced sustainable products and services.
- Collaboration with our supply chain to develop inclusive community engagement strategies that involve their employees working on our projects.
- Benchmarking suppliers' capability through our accreditation process and providing guidance to those who only meet our basic requirements.
- Maximising local spend and employment.
- Ensuring sustainability is integral in our procurement processes and is applied to our entire supply chain.
- Ensuring our suppliers sign up to our Supply Chain Agreement.

#### We expect our suppliers to commit to the following:

- Purchase products and materials that are responsibly & ethically sourced.
- Efficiently manage and alleviate their environmental impacts.
- Continually develop and improve their environmental performance.
- Identify opportunities and implement actions to reduce carbon and fuel usage.

### Innovation

- Continually focusing ideas and technologies for improving sustainability.



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