

Environment and Sustainability Policy Statement

Our Commitment

Clancy Group Holdings Limited and its subsidiaries (Clancy or we) are committed to looking after and protecting the environment and building a sustainable future for all.

We will demonstrate our commitment to the environment and sustainability through:

- complying with all applicable environmental and sustainability legislation and Board commitments;
- engaging & motivating staff to support achieving our carbon reduction targets through Carbon Reduction Plans and Carbon Literacy Training
- continuing to integrate sustainability principles and practices into all business decisions, examples of which can be found in the Annual Report and Accounts;
- promoting waste minimisation and ensuring compliance with the latest waste legislation.
- continuing to support and deliver wide-ranging social, economic and environmental benefits through the Clancy Charitable Foundation; and measuring our social value impact through the Social Value Portal;
- maintaining environmental performance by protecting people, biodiversity, ecosystems, the natural environment, heritage and archaeological features during the delivery of our activities;
- empowering and supporting our employees and contractors to support this policy, our strategies, plans and procedures and through appropriate training to increase environmental awareness;
- engaging with our supply chain to support Scope 3 emissions reduction and the procurement of lower-impact materials;
- working with suppliers and contractors to support them in managing their own impact on the environment and ensure that environmental criteria (including climate change), are taken into account in the procurement of goods and services;
- achieving continual improvement through the implementation of our Environmental Management System (EMS) and maintaining our EMS certification to ISO 14001:2015 through rigorous monitoring and review; and
- monitoring, auditing and reviewing the effectiveness of this policy statement and improving where necessary.

Responsibilities

The Executive board is responsible for the commitments contained in this policy, and all Directors are responsible to the Chief Executive Officer for the implementation of this policy within their areas of control. All employees and contractors are aware of their duty to comply with the requirements set out in this policy and are informed of their responsibilities to ensure that they take all reasonable precautions, to ensure protection of any part of the environment that could be affected by the operation of our business.

This policy will be continually monitored and updated annually and will be communicated to all employees and to those working on our behalf through our management systems or on our Intranet, One Clancy.

This policy statement was approved by the Board in February 2026.



Matthew Cannon
Chief Executive Officer