

A close-up photograph of a hand holding a clear crystal ball. The crystal ball reflects a vibrant forest scene with a small wooden bridge over a stream. The background is a blurred green forest. In the top right corner, there is a red banner with the word 'marcon' in white.

**marcon**

Environmental Vision and Strategy

## Our Vision

Marcon Fit-Out is committed to reducing its environmental impacts and having a positive influence on the construction and fit-out industry through outstanding environmental performance.

Our Environmental Policy outlines how our environmental and sustainability vision aligns with the company's core values. The policy contains seven underpinning Environmental Objectives which are supported by the company's ISO 14001:2015 certified Environmental Management System, which outlines our key environmental impacts and our

supporting approaches to managing and reducing these impacts.

To continue to deliver our policy aspirations, the company will implement a multi-step Environmental Strategy.

This strategy contains details of the aims, targets, key performance indicators and key implementation methods relating to the impacts and supporting approaches. The Environmental Sustainability Strategy is implemented through several supporting policies and plans.





## Environmental Policy Statement

Marcon Fit-Out as specialist joinery and fit out contractors recognise the importance of environmental matters and will ensure that environmental protection and the prevention of pollution are part of our business decisions. We will work towards the following objectives:

- Comply with relevant environmental legislation, regulation, and other requirements which we are bound to.
- Provide for the publication of the environmental policy internally by posting the document on the company notice boards. The policy will be available externally to interested parties, (on request), from the administration team.
- Provide for the setting and achievement of environmental objectives and targets for the company, and for the publication of these within the company.
- Maintain efforts to achieve continual improvement in environmental performance of our policies, programmes and operations taking into account technical developments, scientific understanding, customer and community expectations. Our starting point is to comply fully with the requirements of ISO 14001:2015.
- Where possible and reasonably practicable, we will aim to reduce our energy use and minimise the waste created as part of our operations at our workshop and on fit out sites.
- Provide regular communications to employees and any others working for or on behalf of our company, to raise their awareness of the company's environmental objectives.
- Measure environmental performance by conducting reviews and assessments of compliance with this Policy Statement, legal and company requirements.



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Mark O'Connor  
Managing Director

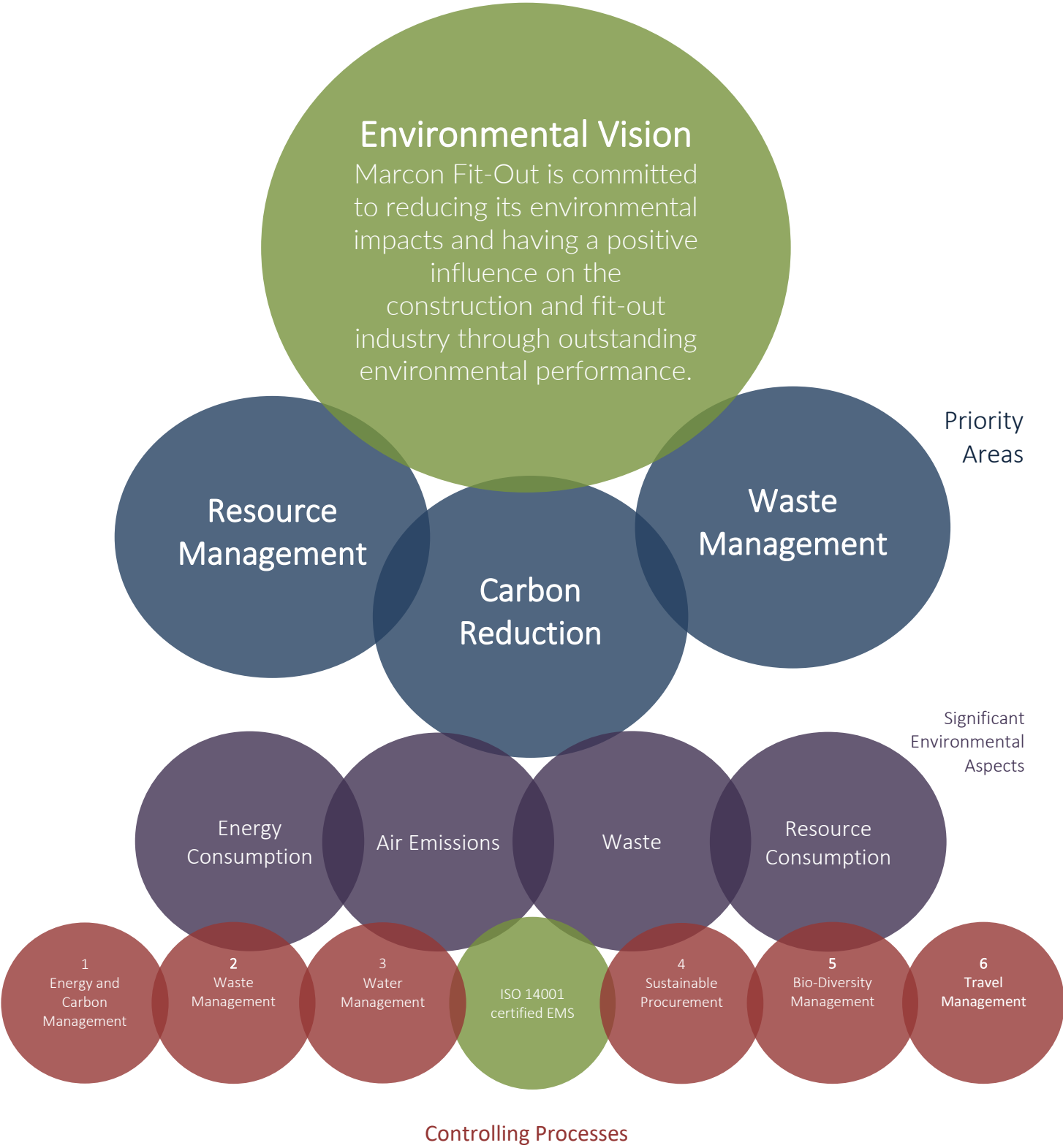


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Mark McElroy  
Managing Director

Date: 21.04.2022

Environmental Framework Overview



## 1. Energy and Carbon Management

### Aim

To reduce Scope 1, 2 and 3 carbon emissions while supporting the company's business needs and strategic requirements.

### Targets

To reduce carbon emissions from energy use by 20% by 2026 against a 2021/2 baseline.



Aim to be carbon neutral for Scopes 1 and 2 by 2035



### Key performance indicators

- Energy monitoring and measurement
- Carbon emissions from energy use (metric tonnes)
- Carbon emissions from water use (metric tonnes)
- Percentage of energy generated from renewable sources.

### Key implementation methods

1. Development of a Carbon Management Plan to include the development of a roadmap to net zero emissions.
2. Implement energy efficiency and carbon reduction projects within existing buildings.
3. Continued measurement of the company's Scope 1, 2 and 3 emissions.
4. Investigate switching to a green energy tariff at head office and workshop.
5. Continue to monitor and analyse energy and carbon data (utilising degree day analysis) and provide quarterly updates to employees and senior managers.



## 2. Waste Management

### Aim

To minimise and proactively manage waste through elimination, reduction, reuse, and recycling

### Targets

Achieve over 95% recycling/reuse rate across all countries of operation.



Achieve continuous year-on-year reductions in waste across all areas of business



### Key implementation methods

- Waste sent to landfill (metric tonnes)
- Percentage of waste generated that is recycled or reused
- Waste mass generated
- Reuse/re-purpose of removed materials.

### Strategic implementation methods

1. Provision of best-in-class waste management infrastructure
2. Monitoring and measurement of waste
3. Continued use of waste hierarchy
4. Audit and monitoring of waste management contractors
5. Environmental training, toolbox talks and communication.



## 3. Water Management

### Aim

To conserve water through efficient use and management.

### Targets

To reduce water consumption by 10% by 2026 against a 2020 baseline



### Key performance indicators

- Total water consumption (m3)

### Key implementation methods

1. Ongoing monitoring of water consumption data to assist in identifying areas of potential savings.
2. Implement a programme of water efficiency projects.



## 4. Sustainable Procurement

### Aim

To positively influence the sustainability performance of suppliers and the sustainability credentials of the goods and services that we purchase.

### Targets

Continue to prioritise environmental responsibility as a key aspect of procurement within Marcon Fit-Out



### Key performance indicators

- Positively influencing sustainability performance in our supply chain.
- Ensuring environmental performance is a key consideration in the engagement of suppliers.

### Key implementation methods

1. Develop policies and procedures that promote sustainable procurement.
2. Develop and implement a targeted supplier engagement programme to promote continual improvements by procurement team.





## 5. Biodiversity Management

### Aim

To be a leading organisation within the sector and have positive direct and indirect impacts on biodiversity.

### Target

Continue to use sustainable resources including FSC or PEFC certified timber.



### Key performance indicators

- Use of FSC or PEFC certified timber
- Number of spillages reported
- Audit and inspection.

### Key implementation methods

1. Preferentially sourcing all timber and paper from FSC or PEFC certified suppliers and requiring our preferred sub-contractors to do likewise
2. Spillage training carried out.



## 6. Travel Management

### Aim

To provide sustainable travel options for employees for travel to work, travel at work and travel for work which results in a reduction of carbon

### Targets

Establish baseline carbon emissions from travel (Scope 3) and develop strategy of reduction



### Key performance indicators

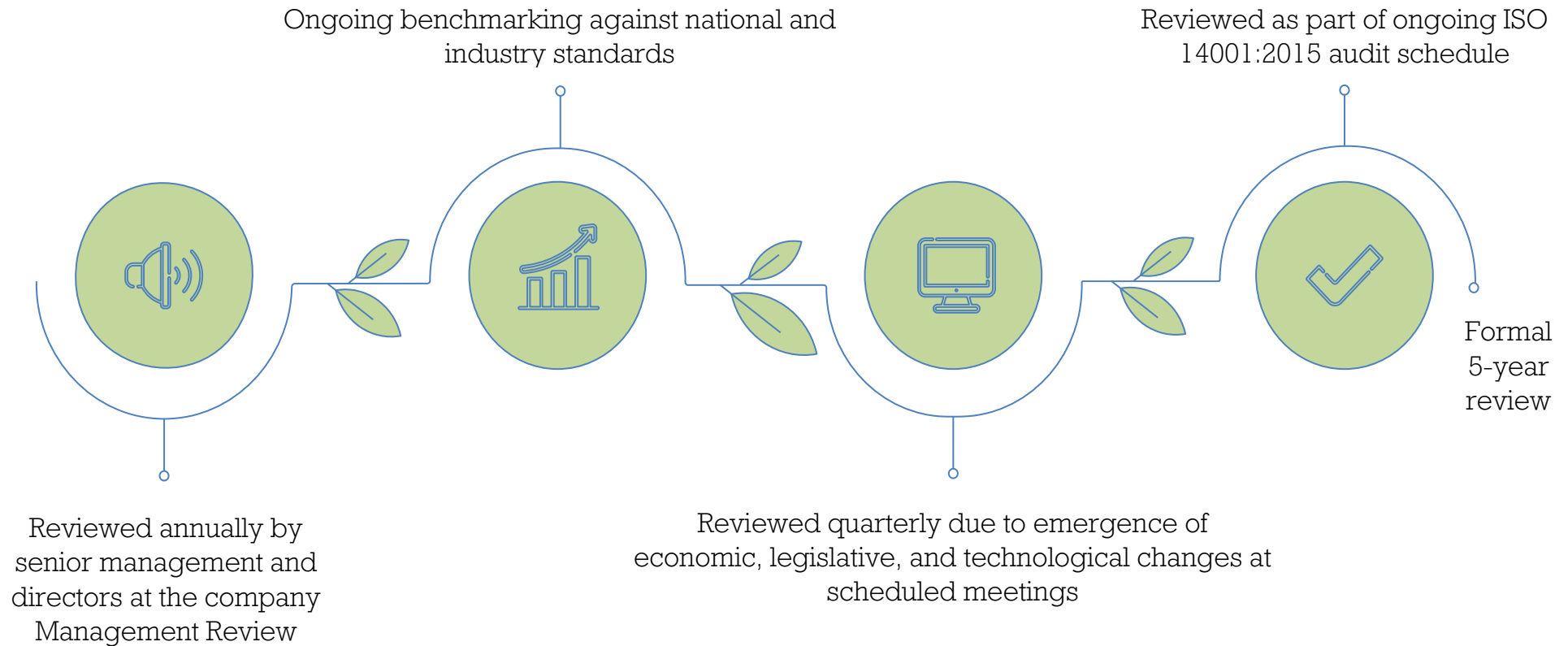
- CO<sup>2</sup> monitoring and measurement from a 2022 baseline assessment of data.

### Key implementation methods

1. Continued monitoring and measurement of Scope 3 emissions, incorporating a sustained reduction strategy.
2. Assessment for the delivery of incentives such as electric charging points.
3. Exploitation of technology i.e., video-conferencing facilities for meetings, utilising the Carbon Management Hierarchy for Travel.
4. Develop and implement a Travel Policy which incorporates a Travel Hierarchy of needs for domestic and international travel.



## Review and Continuous Improvement of Strategy



## Key Implementation Method Delivery Timeline

#	Description	Delivery Timescale	Owner(s)
<b>1. Energy and Carbon Management</b>			
1.1	Development of Carbon Management Plan to include the development of a roadmap to net zero emissions	Dec 25	SHEQ
1.2	Implement energy efficiency and carbon reduction projects within existing buildings	Ongoing	SHEQ
1.3	Continued measurement of the company's Scope 1, 2 and 3 emissions	Ongoing	SHEQ
1.4	Investigate switching to a green energy tariff at head office and workshop	Dec 22	SHEQ
1.5	Continue to monitor and analyse energy and carbon data (utilising degree day analysis) and provide quarterly updates to employees and senior managers.	Ongoing	SHEQ
<b>2. Waste Management</b>			
2.1	Provision of best-in-class waste management infrastructure	Ongoing	Procurement/ SHEQ
2.2	Monitoring and measurement of waste	Ongoing	SHEQ
2.3	Continued use of waste hierarchy	Ongoing	SHEQ
2.4	Audit and monitoring of waste management contractors	Ongoing	SHEQ
2.5	Environmental training, toolbox talks and communication	Ongoing	SHEQ
<b>3. Water Management</b>			
3.1	Ongoing monitoring of water consumption data to assist in identifying areas of potential savings	Ongoing	SHEQ
3.2	Implement a programme of water efficiency projects	Ongoing	SHEQ
<b>4. Sustainable Procurement</b>			
4.1	Develop policies and procedures that promote sustainable procurement	Sep 23	Procurement/ SHEQ
4.2	Develop and implement a targeted supplier engagement programme to promote continual improvements by procurement team	Sep 23	Procurement/ SHEQ
<b>5. Biodiversity Management</b>			
5.1	Preferentially sourcing all timber and paper from <b>FSC</b> or <b>PEFC</b> certified suppliers and requiring our preferred sub-contractors to do likewise	Ongoing	SHEQ
5.2	Spillage training carried out	Ongoing	SHEQ
5.3.	Audit and Inspection	Ongoing	SHEQ
<b>6. Travel Management</b>			
6.1	Continued monitoring and measurement of scope 3 emissions, incorporating a sustained reduction strategy	Dec 22	SHEQ
6.2	Assessment for the delivery of incentives such as electric charging points	Sept 23	SHEQ
6.3	Exploitation of technology i.e., video-conferencing facilities for meetings, utilising the Carbon Management Hierarchy for Travel.	Ongoing	All
6.4	Develop and implement a Travel Policy which incorporates a Travel Hierarchy of needs for domestic and international travel	Sept 23	SHEQ/Travel Manager

## Marcon Fit-Out Supporting Policies and Plans

- Environmental Management System
- Environmental Policy
- Register of Environmental Legislation
- Register of Needs and Expectations
- Register of Risks and Opportunities
- Register of Environmental Aspects
- Marcon Fit-Out FSC Policy



A Watson  
SHEQ Manager  
Marcon Fit-Out