

# Sustainability Policy



Our goal at Shareridge is to become leaders in Sustainable Development practices built on the Environmental, Economic, and Social pillars of sustainability.

The company will work to achieve its goals in alignment with the UN's 17 Sustainable Development Goals (SDGs). We work in compliance with legislation, regulations, and other requirements as are our minimum standards.

This Sustainability Policy will be continuously reviewed to address our development as a sustainable company. The Shareridge Management team are proactive in:

- Providing sufficient resources to ensure that this Sustainability Policy is successfully implemented, giving sustainability equal significance to sales, operations, and cost.
- Defining a long-term Sustainability Strategy, together with appropriate performance measures and targets, for of the three fundamental pillars of Sustainability – Environment, Economic and Social.
- Understanding the priorities of our key stakeholders and aligning our sustainability strategy to their priorities as much as practicable.
- Ensuring continuous improvement and the setting of objectives and targets that will be used to monitor, measure, and improve sustainable performance.
- Conducting training and communication sessions with all staff on all Sustainability aspects.
- Monitoring the company's carbon emissions and ensuring implementation of the *Carbon Management Policy* to achieve our sustainable carbon targets.
- Implementing our *Biodiversity Policy* and ensuring Biodiversity Net Gain in all projects.
- Working collaboratively with our staff, clients, and supply chain to ensure that we support each other in the implementation of the *Sustainable Procurement Policy* and in delivering on our respective sustainability targets.
- Ensuring compliance with all relevant legislation and keeping informed of sustainability best practice by engaging with relevant external bodies and participating in industry forums.

To support the success of this policy, all Shareridge employees and subcontractors are responsible for:

- Understanding their roles in relation to ensuring the long-term sustainability of the company.
- Taking ownership of their daily activities to minimise potentially harmful impacts.
- Considering the three pillars of this Sustainability Policy when making decisions on behalf of the company.

Shareridge is committed to the success of this Sustainability Policy, and it will be made available to all other interested parties and its stakeholders.

Signed: 

Paul McNamara  
Chief Executive Officer  
on behalf of Shareridge

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