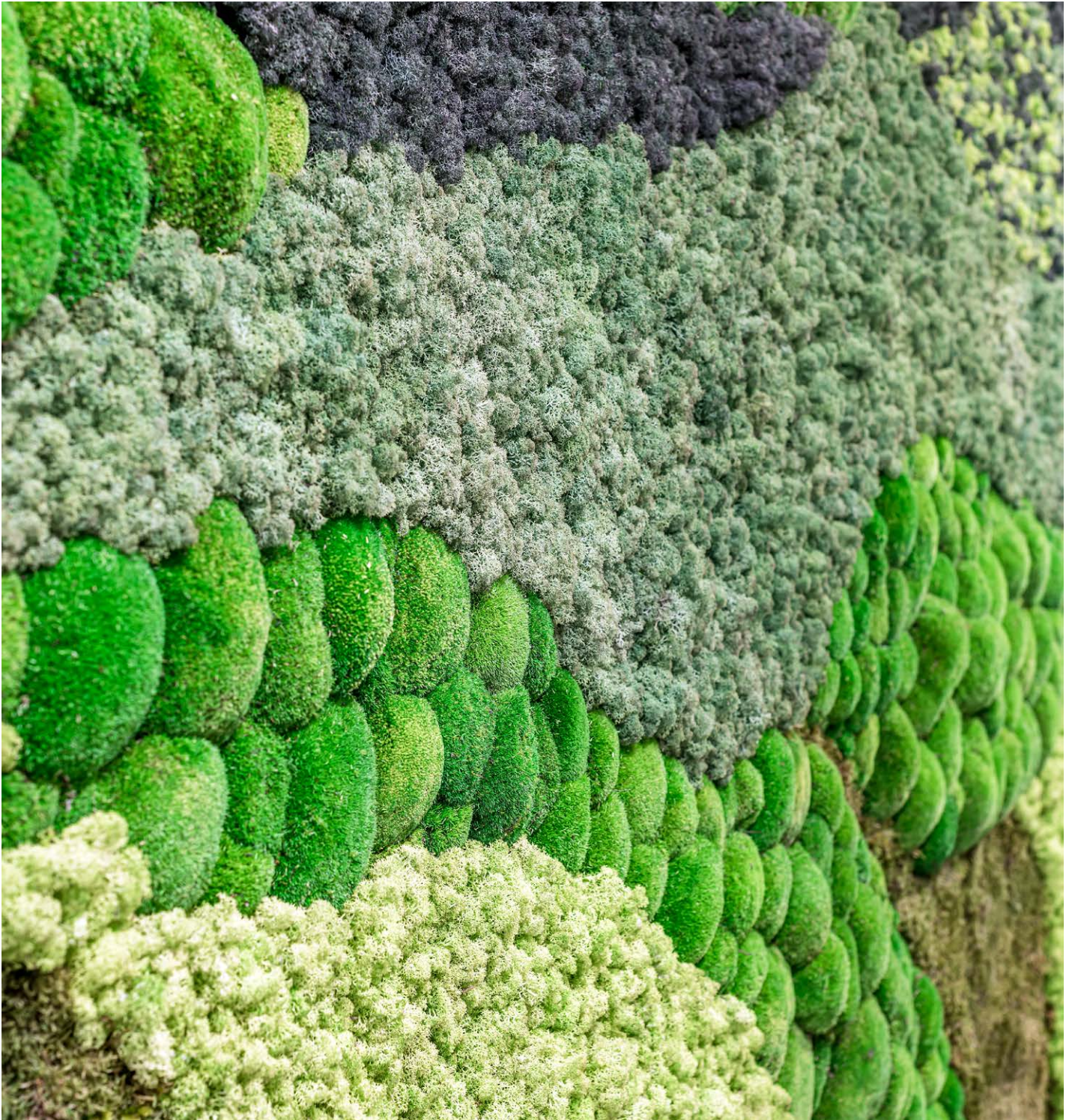


Annual Sustainability Report 2025



“We’ve strengthened our ESG governance, launched an internal ESG committee, and partnered with organisations like CRASH to deliver social value where it’s needed most.”

Introduction



We don’t treat ESG as a checklist. For us, it’s the foundation of how we build, how we lead, and how we grow. Sustainability isn’t a side note. It’s woven into our identity and the way we approach every decision.

Over the past year, we’ve made real progress. We’ve cut our carbon footprint by 27 percent, years ahead of schedule. We’ve kept pushing toward our goal of reaching net zero by 2040, applying circular economy principles and sustainable planning at every project stage, from design through to handover.

But the real progress goes beyond numbers. It’s about the culture we’ve built together. We’ve strengthened our ESG governance, launched an internal ESG committee, and partnered with organisations like CRASH to deliver social value where it’s needed most. We’ve invested in training, prioritised inclusion, and kept each other accountable.

Looking ahead, our focus stays on integrating ESG across the full lifecycle of our work the materials we choose, the energy we consume, the impact we leave behind. The challenges ahead are complex, but we don’t shy away from them. Leadership means meeting them head-on.

Thank you for your continued support as we keep building responsibly and raising the bar, not just for ourselves, but for our clients, partners, and the communities we work in.

Regards,

STEVE OAKFORD
8build Board Director



Building Responsibly for a Better Future



We don't see sustainability as a bolt-on or a checklist item. It's woven into everything we do, shaping how we build, how we lead, and how we support the people and communities around us. From the very beginning, we've believed that the built environment should be a force for good, leaving a lasting, positive impact that extends well beyond the final handover.

For us, building responsibly means thinking about the long-term. That's why we embed sustainable thinking into every part of a project, from the earliest design conversations to final delivery. Whether it's a high-spec retrofit, a complex cut-and-carve, or a net zero workplace, our approach is collaborative, practical, and focused on finding real-world solutions that work for our clients and for the planet.

We're proud to have achieved a 27 percent reduction in our carbon footprint, four years ahead of schedule. And we're not stopping there. We're working towards net zero by 2040, and every team across our business is playing a part in that journey. It's

a whole-company effort, rooted in data, action, and a shared sense of responsibility. But numbers only tell one side of the story. Real progress also means putting people at the heart of our strategy. We work closely with our supply chain to champion circular economy principles, reuse materials, and create social value. We're involved in meaningful outreach, education, and charity work through initiatives like CRASH. And we're always looking for ways to make our sites safer, healthier, and more inclusive. We also recognise that culture change doesn't happen on its own. That's why we continue to invest in training, in tools that make sustainable decisions easier, and in partnerships that help us grow. Our ESG committee plays a key role in driving this forward, supported by our board and leadership teams across the business.

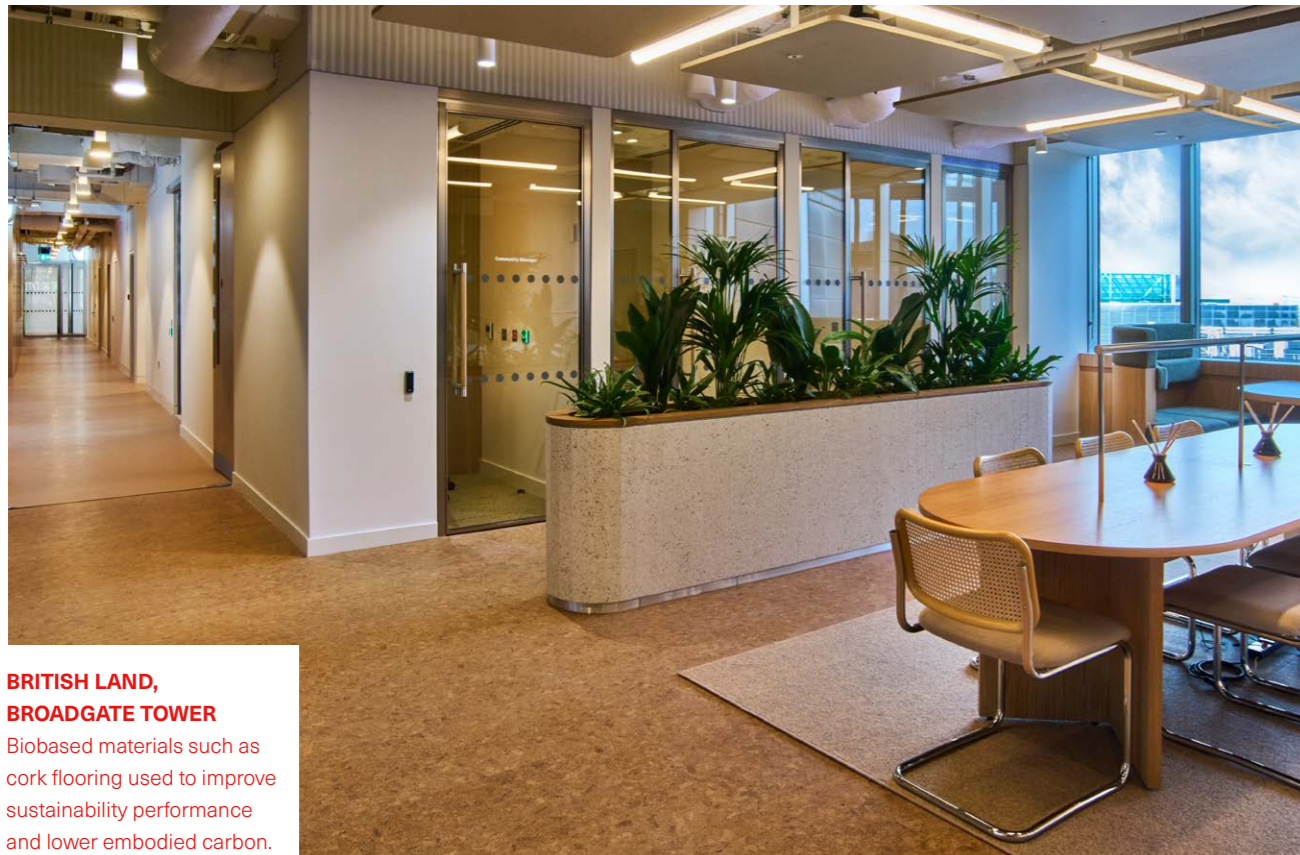
As the world around us changes, so will our responsibilities. We welcome that. Because for us, sustainability isn't a limit. It's a leadership opportunity.



Sustainability is Our Focus

We're not just aiming for net zero by 2040, we're ahead of schedule. At our head office, we've already made the switch to 100% renewable electricity, and across our sites, we're rethinking how materials, resources, and energy are used at every step. That includes embedding lower-carbon alternatives like Earth Friendly Concrete, using smarter transport methods, and refining how we track and reduce emissions during delivery. On-site, we've introduced project-level metering and active emissions

tracking so our teams can take ownership of performance as they build. By improving recycling systems, diverting waste from landfill, and adopting leaner working methods, we're showing how sustainability can be practical, not just aspirational. This isn't about box-ticking or future promises, it's about the decisions we make right now. Building greener is something we act on daily, with the tools, data, and partnerships that help us do it better.



**BRITISH LAND,
BROADGATE TOWER**
Biobased materials such as cork flooring used to improve sustainability performance and lower embodied carbon.

“From pre-construction planning to project close-out, sustainability shapes every decision we make. By prioritising adaptability, low-impact design, and lifecycle thinking, we ensure our buildings perform for the future, not just the finish line.”

Leading the Way to 2040

We're on track to hit net zero by 2040, and we've already passed some big milestones. At our head office, we've fully switched to renewable electricity, and across our projects, we're choosing smarter materials like Earth Friendly Concrete to reduce our footprint from the ground up. With better metering, stronger recycling protocols, and a clear focus on minimising waste, we're finding new ways to build greener, cleaner, and more responsibly every day.

Creating Lasting Social Value

We believe the impact we make should extend far beyond the building itself. That's why our partnership with CRASH means so much to us. By supporting the construction and refurbishment of hospices and homelessness centres, we're helping create safe, dignified spaces for those who need them most. We also know that lasting social value starts from within. Whether it's training, mentoring, or supporting mental health, we're building a culture where people feel respected, heard, and proud of the work they do.

Integrity, Transparency and Accountability

Strong governance isn't a backdrop, it shapes how we operate every day. Our ISO certifications in environmental management, health and safety, data protection, and cybersecurity reflect our commitment to doing things properly. With clear oversight from our ESG committee, we hold ourselves to high standards of integrity, transparency, and accountability, not just in what we report, but in how we work together.



Our Environmental Approach

We view environmental responsibility as a core part of how we build, not an added extra. In 2024–25, our total reported carbon footprint was 280.99 tCO₂e, a significant reduction from the previous year. This drop reflects strategic changes in how we source energy, manage waste, and measure our wider impact.

We reported zero Scope 2 emissions on a market-based basis, as 100% of our electricity is now purchased through renewable supply contracts. While location-based emissions are recorded for transparency, they are not included in the total. Similarly, waste emissions have fallen sharply to just 4.20 tCO₂e following the use of improved methodologies and more accurate emission factors, offering a truer reflection of our environmental footprint.

Today, over 90% of our emissions arise from indirect Scope 3 sources, particularly business travel and commuting. With enhanced tracking of flight records, hotel stays and commuting patterns, we're now working from a more complete and accurate dataset. This allows us to target reductions more effectively.

Through ISO 14001:2015, automated building controls, and a preference for low-carbon travel and virtual meetings, we're embedding sustainability across every part of our operations, not just meeting targets, but changing mindsets.



Scope 1 14.91*



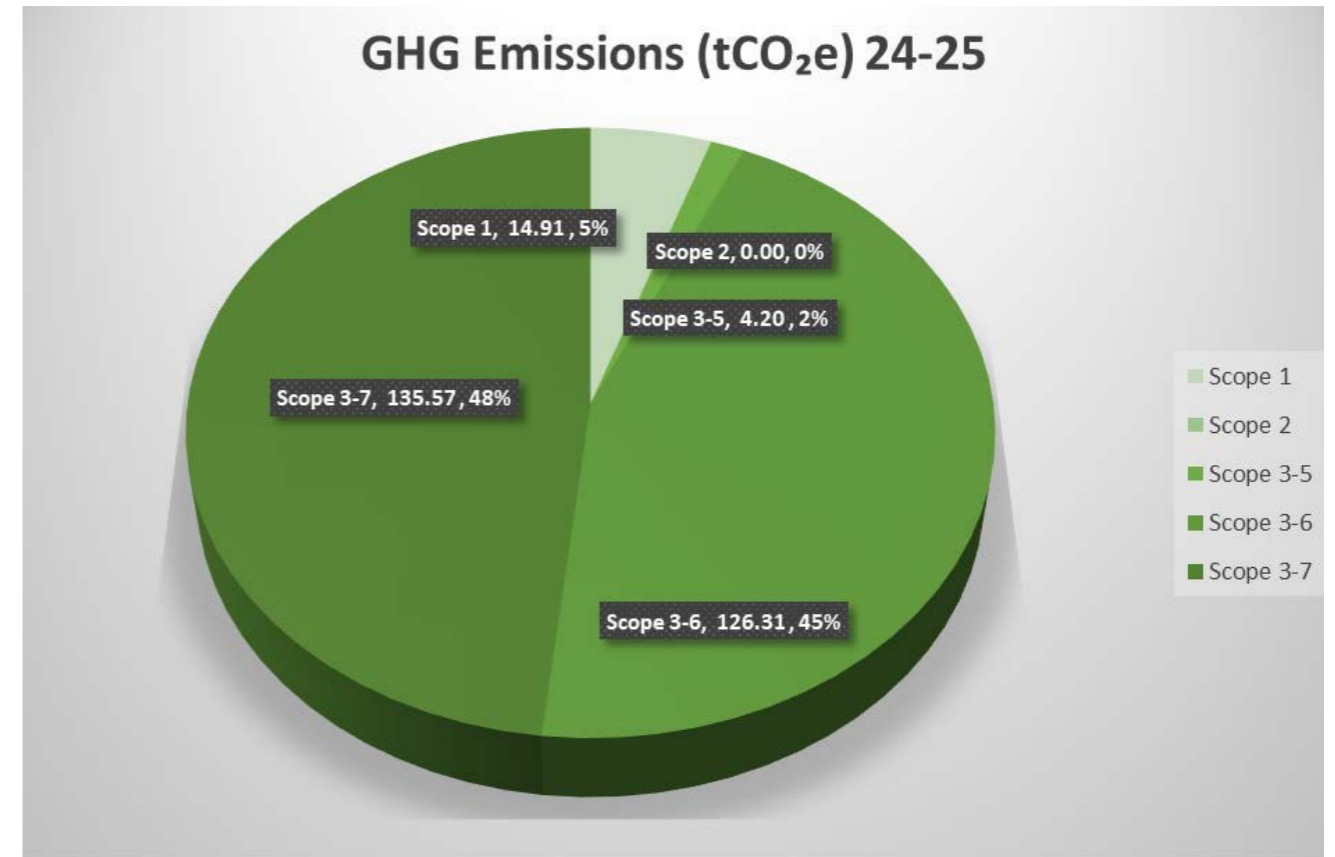
Scope 2 0*

Market-based
Location-based



Scope 3 266.08*

*The total GHG emissions (tCO₂e) associated from Scope 1, Scope 2 and Scope 3



Our environmental approach is backed by rigorous standards, formal accreditation, and a culture of continuous improvement. Our certifications in ISO 14001:2015 (Environmental Management), ISO 9001:2015 (Quality), and ISO 45001:2018 (Health & Safety) demonstrate our commitment to responsible business practices across all aspects of delivery.

We are also proud to be accredited by CHAS, Constructionline Platinum, and SafeContractor, ensuring our operations meet the highest industry benchmarks for sustainability, safety, and ethical conduct. These frameworks guide our teams on everything from waste management and energy use to data security and social value.

Our alignment with Cyber Essentials Plus underlines our focus on governance and digital responsibility, while our RoSPA membership reflects a wider commitment to workplace safety and wellbeing. These affiliations are more than just logos, they represent our values in action. Whether it's through better materials, better data, or better site behaviour, we are actively working to build a more resilient and sustainable construction sector.

SUSTAINABLE DEVELOPMENT GOALS

8build's sustainability approach is rooted in operational responsibility and material efficiency. Our reporting against GRI 306 (Waste) reflects our commitment to reducing environmental impact through circular waste practices, improved site-level monitoring, and responsible material selection. These initiatives align directly with SDG 12: Responsible Consumption and Production, ensuring we reduce, reuse, and responsibly manage waste throughout the construction process. As we continue to improve our environmental performance, every project becomes an opportunity to build more consciously and more sustainably.



Our Social Approach



Creating Positive Social Impact

We believe construction can create value far beyond the building itself. Our social initiatives reflect who we are, a team committed to supporting communities, championing wellbeing, and building long-term relationships that make a real difference. As a Corporate Patron of CRASH since 2015, we've helped deliver vital improvements to hospices and homelessness facilities across the UK. Through donations, fundraising, and hands-on project work, we're supporting safe, inclusive

spaces for the most vulnerable in society.

We also empower our people to get involved. Whether it's taking part in community events like the Dragon Boat Race or fundraising through our Supply Chain Golf Day, our team is always ready to step up.

Internally, we invest in mental health, safety, and inclusivity. Through ESG training, flexible working, and wellbeing initiatives, we're shaping a workplace where everyone feels supported, respected, and proud to contribute.

SUSTAINABLE DEVELOPMENT GOALS

8build's social strategy aligns with the United Nations Sustainable Development Goals (SDGs), with a clear focus on health, wellbeing, and inclusive economic opportunity. By reporting against GRI 403, we contribute directly to SDG 3 (Good Health and Well-being). From safety training to mental health support, our internal initiatives are designed to build resilience, reduce risk, and promote a positive, supportive work environment. We also support SDG 8 (Decent Work and Economic Growth) through training and development programmes tied to GRI 404. Our ESG learning sessions, upskilling efforts, and inclusive employment practices help ensure our team members are empowered to thrive, both personally and professionally. These efforts are not just about responsibility. They reflect our belief that investing in people is essential to building a construction sector that is sustainable, future-ready, and human-centred.



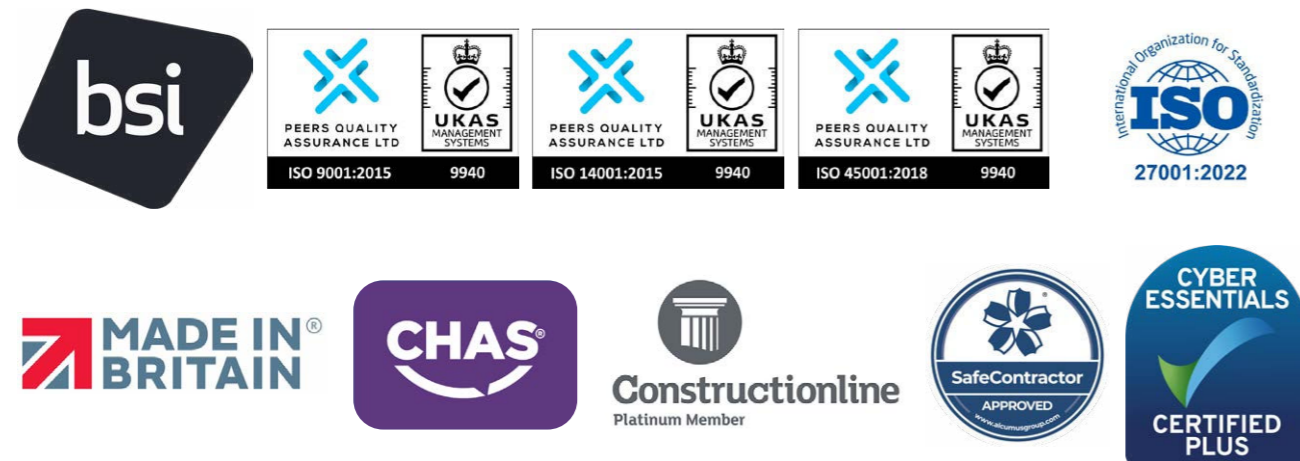
Our Governance Approach

Upholding Excellence Through Accountability

Governance is about embedding responsibility into everything we do, from project planning to client delivery. It's not just about compliance, but consistency, clarity, and trust. We are certified to ISO 9001 (Quality), ISO 14001 (Environmental Management), ISO 45001 (Health & Safety), and ISO 27001 (Information Security), as well as Cyber Essentials Plus. These accreditations ensure we

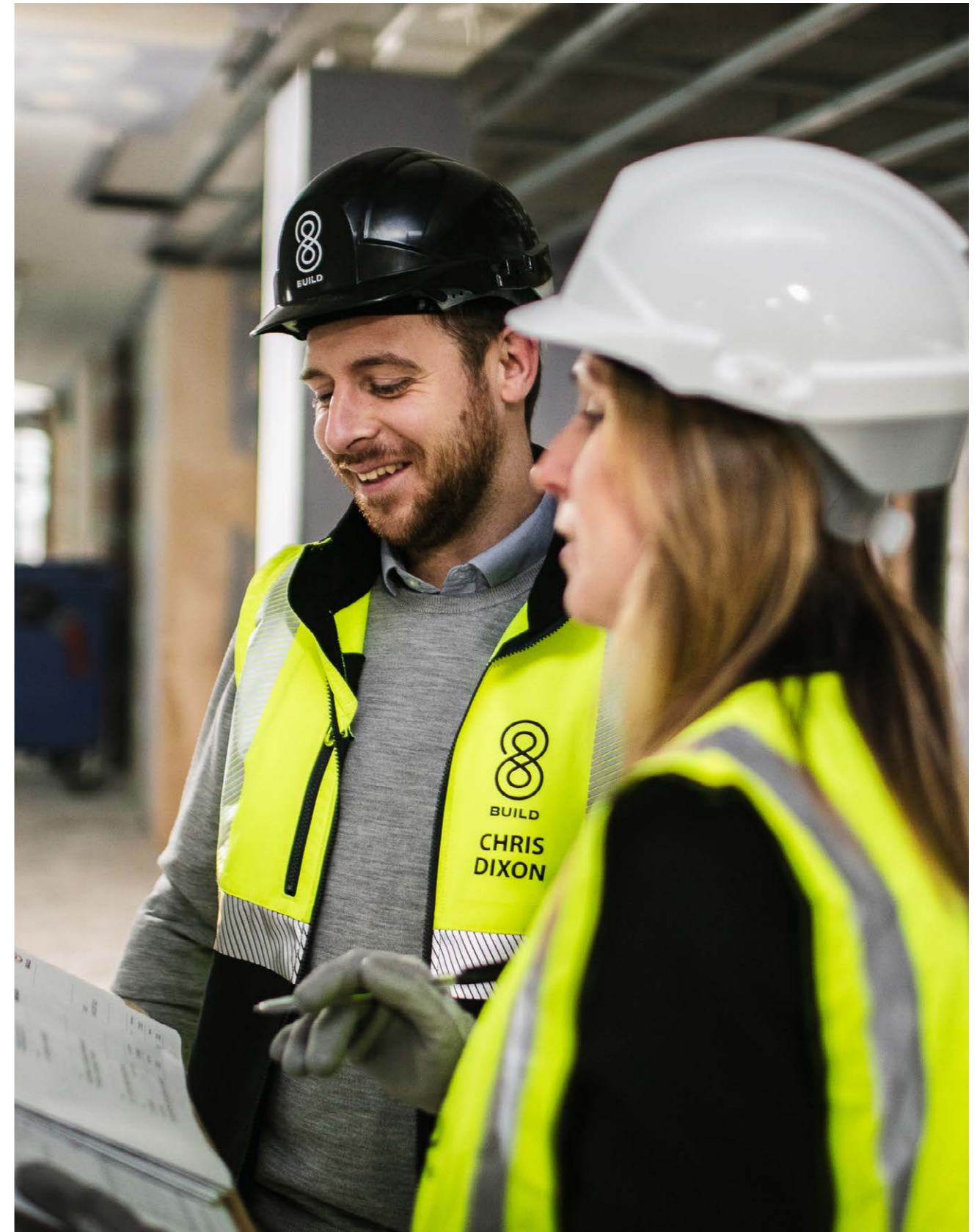
operate with transparency, security, and ethical oversight at every level of the organisation. We are also accredited by CHAS, SafeContractor, and Constructionline Platinum, reinforcing our commitment to safe, high-quality construction delivery. Through robust internal policies covering ethical conduct, data protection, safety, labour practices, and environmental accountability, we build trust with our clients, our people, and our wider network.

Our Standards of Excellence



SUSTAINABLE DEVELOPMENT GOALS

8build aligns its governance practices with global sustainability frameworks, including the United Nations Sustainable Development Goals (SDGs). These principles guide how we operate, with transparency, integrity, and ethical leadership. Our certifications, ISO 9001, 14001, 45001, 27001, and Cyber Essentials Plus, reflect our commitment to responsible business. By reporting against GRI 205, we directly support SDG 16 (Peace, Justice and Strong Institutions) through strong governance, anti-corruption policies, and operational transparency. We also contribute to SDG 13 (Climate Action) by embedding environmental accountability into our governance systems. Our SECR disclosures ensure we track, report, and reduce carbon emissions across all applicable scopes. For 8build, good governance is more than compliance, it is the foundation of trust, accountability, and long-term resilience.



Measuring our Impact Upon Society

We contribute to Global Goals through measurable ESG actions.

We track our ESG progress using GRI disclosures, aligning with the UN SDGs to measure our global impact across Environment, Social, and Governance.

Environment SDG 12

8build is committed to responsible consumption and waste reduction. Through policies aligned with GRI 306, we focus on efficient materials management, reducing construction waste, and promoting sustainable site practices across our projects.

Social SDG 3, 8

Our social strategy reflects our commitment to health, wellbeing, and decent work. We promote safe, supportive

working environments through GRI 403, and support lifelong learning and upskilling through GRI 404, driving fair opportunities and stronger teams.

Governance SDG 16

We uphold the highest standards of integrity and transparency through our governance structures. GRI 205 guides our approach to anti-corruption, ethical conduct, and accountability, reinforcing trust across our operations and stakeholder relationships.

SUSTAINABLE DEVELOPMENT GOALS



403



404



306



205

The UN SDG's provide a shared blueprint for peace, prosperity, and sustainability for people and the planet.



Measuring our Impact Upon Society

We're adhering to the principles of the IFC to measure our impact.

A growing number of investors are incorporating impact investments into their portfolios, adopting the SDGs and other goals as a reference point.

Project Outcomes and Market Creation

The International Finance Corporation (IFC), part of the World Bank Group, contributes to the SDGs through two pathways, namely: project outcomes and market creation. IFC measures and reports on project outcomes, including the direct impact on stakeholders (including customers, suppliers, government, and the community), the indirect and induced effects on the economy (value added, employment, etc.), and environment and social impacts. As part of its mandate, the IFC seeks to create markets through several ways: by demonstrating successful innovative business models that can be replicated;

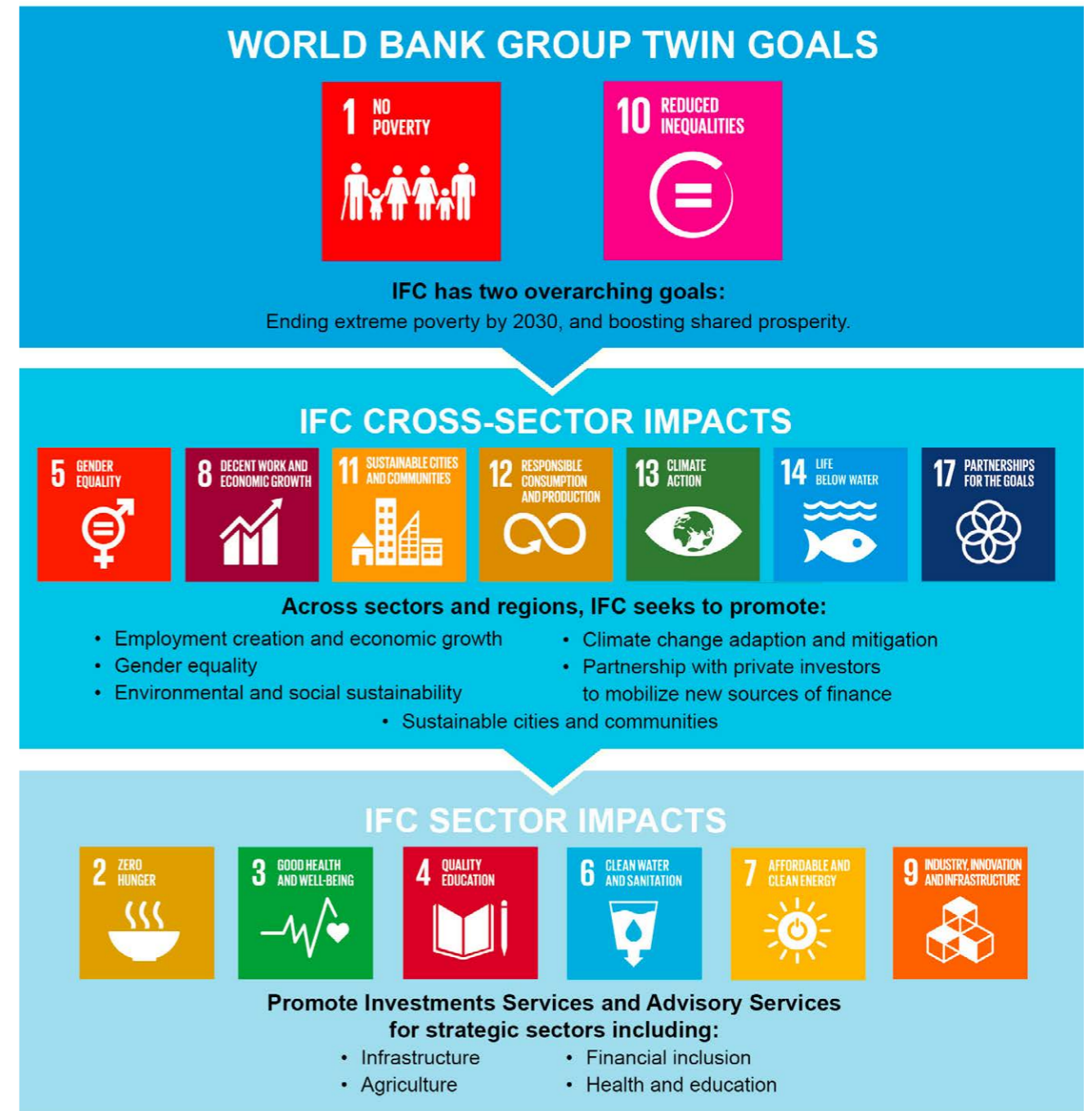
by stimulating competitiveness through efficiency gains, cost and/or price reductions, and new market entrants; by improving business regulatory frameworks to enable the development and growth of a vibrant private sector in a sustainable manner; and by building capacity and skills that open new market opportunities.

The IFC Operating Principles for Impact Management establish a common discipline around the management of investments for impact, and promote transparency and credibility by requiring annual disclosures of impact management processes with periodic independent verification. These principles are supported by the IFC's Joint Impact Indicators, which are a harmonised set of indicators for key impact themes-climate, gender, and job creation-used by a wide range of impact investors.



IFC & SDG Alignment

The graphic below represents an overview of IFC's approach to support the achievement of the SDGs.



(source: IFC, 2023)

Assessing our Performance

Our comprehensive sustainability reporting has been completed in accordance with the Global Reporting Institute (GRI). This is the leading global framework most closely aligned with the UN SDGs.

8build ESG Rating 2025

We are proud to present our inaugural sustainability report. This report features our activities in enhancing our progress to deliver against the three pillars of ESG.

The three pillars of ESG relate to every specific organisation. We endorse this approach because it enables both our customers and our supply chain to understand the ethics and integrity of our enterprise, as well as our openness and transparency.

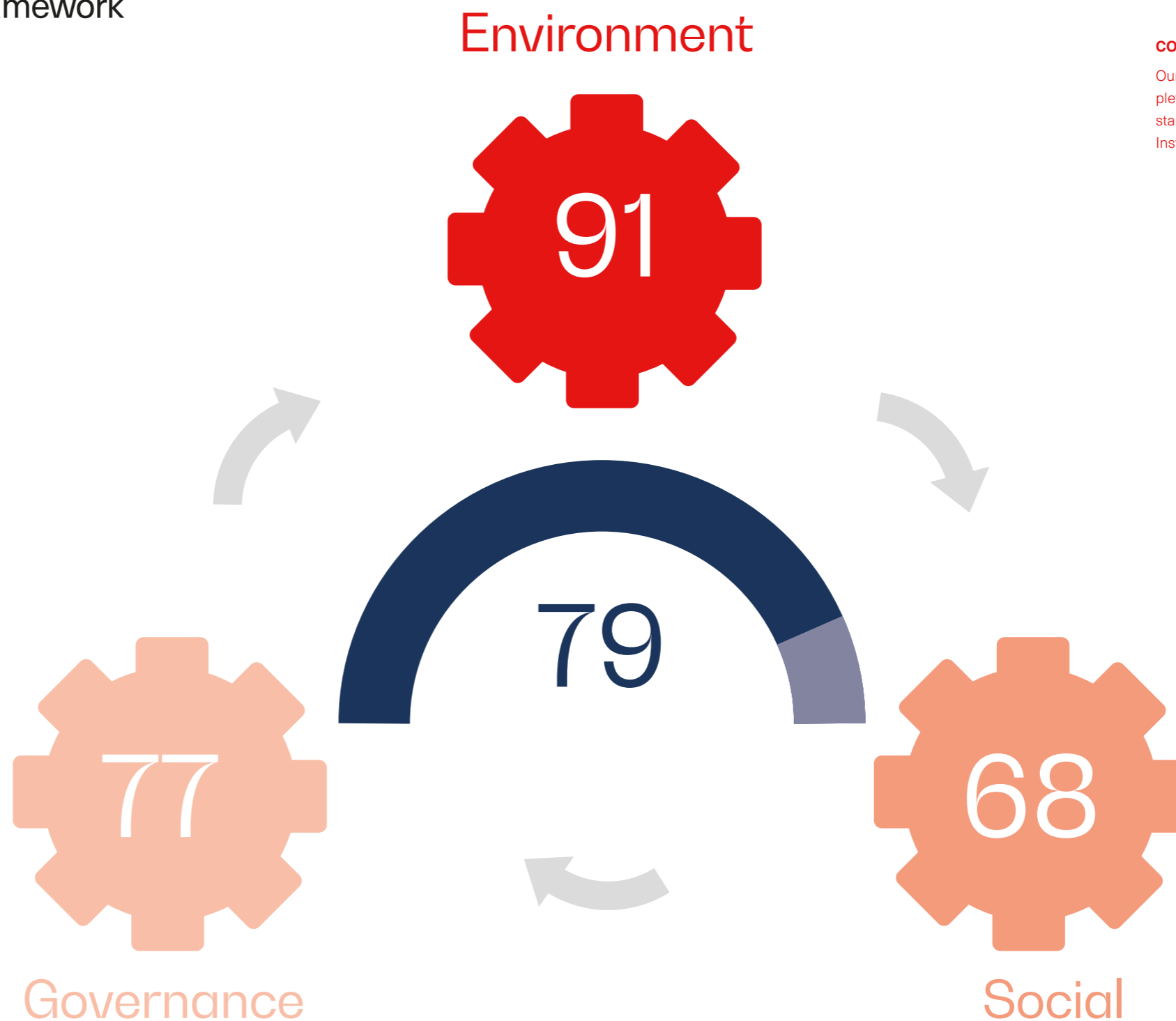
Certification

This is to certify that in July 2025, 8build was assessed to the strict criteria of the Global Reporting Institute (GRI) ESG framework, Comprehensive Reporting Model. The assessment was completed by 8build, an independent third party.

8build achieved a score of 91 (AAA) on Environment, 68 (BBB) on Social, and 77 (A) on Governance resulting in an overall score of 79, which normalises to a rating of "A".

A "A" score on the overall ESG scale indicates excellent relative ESG performance and an above-average degree of transparency in reporting material ESG data publicly and privately.

Humperdinck Jackman
Managing Director
ESG Pro Limited



REPORTING

Please note that, as this is our inaugural (benchmark) report, not all data was available. We will be updating our reporting annually in line with our financial year.

COMPLETION

Our ESG report has been completed in accordance with the standards of the Global Reporting Institute.

Materiality Assessment

Materiality Assessment and Our Selected Material Topics

Our stakeholder engagement polled diverse groups on four ESG topics, assessing their importance to stakeholders and to the organisation. The materiality assessment revealed a strong focus on good governance, highlighted by the emphasis on human resource themes.

01 Research & Landscape Assessment

- We focused especially on how ESG affects UK SMEs and to understand the range of sustainability issues on which SMEs and small Enterprise firms currently report. We also assessed global economic and ESG trends and standards.

02 Stakeholder Mapping & Engagement

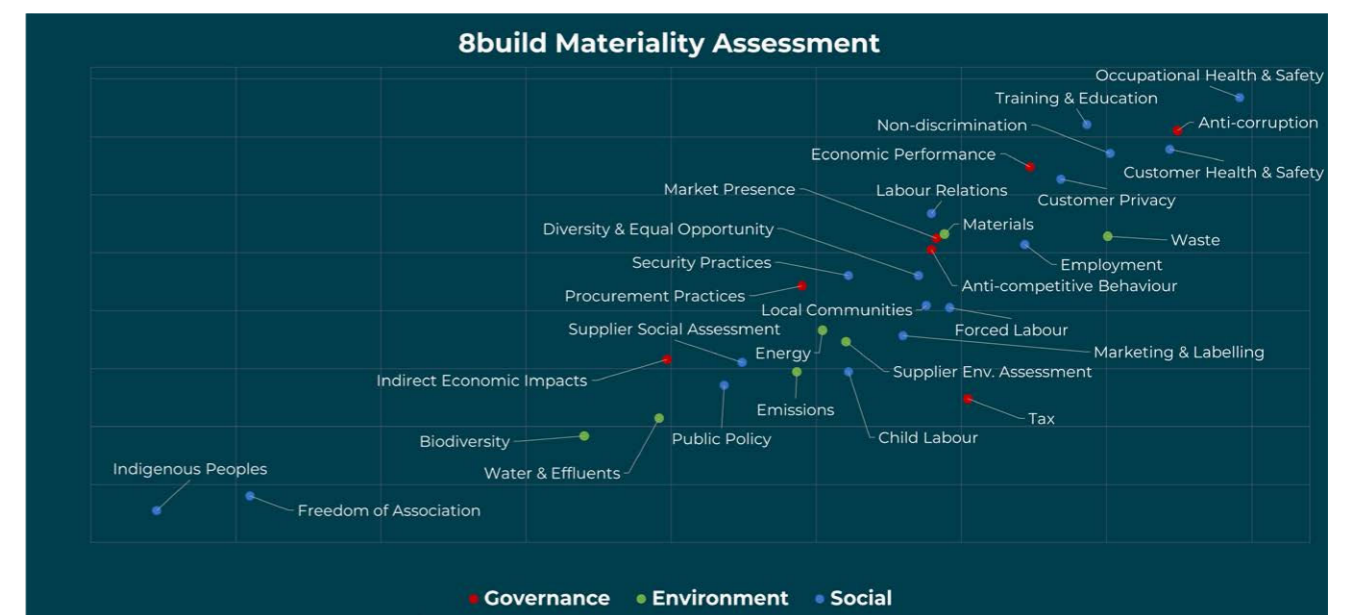
- We surveyed stakeholder opinions and priorities, starting by defining our stakeholder universe and engagement, and we conducted several various internal and external interviews to gather feedback on key ESG topics.

03 Topic Analysis & Prioritisation

- Our emphasis was upon putting the interests of our stakeholders first. We prioritised our ESG topics by applying the GRI approach to materiality. We added topics we consider important for reflecting our economic, environmental, and social impacts, as well as those which might influence our stakeholders.

Our Material Topics

- GRI 205: Anti-corruption
- GRI 306: Waste
- GRI 403: Occupational Health and Safety
- GRI 404: Training and Education



Selected Disclosures

GRI 205: Anti-Corruption

Our Management Approach Anti-Corruption

Please describe why the anti-corruption management approach is a relevant concern to the organisation's operations?

The Management Approach to Anti-Corruption is of great concern to 8build because of the very serious consequences or wrong doing in these areas. Those negative consequences either financially, operationally or morally of failing to manage risk and uphold high professional standards and codes of conduct within the company can have a devastating impact. Corruption and fraud can have severe financial consequences, possibly even resulting in bankruptcy.

The company's reputation will be damaged which may also result in lost business opportunities or removal from frameworks or exclusion from tenders. It will inevitably result in loss of employee trust and talent and, in the worst scenarios, a breach of money-laundering and anti-bribery laws may result in significant fines or even criminal prosecution.

Please provide a statement of the purpose of the organisation regarding its anti-corruption policies.

It is 8build's policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery and corruption.

We will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate. However, we remain bound by UK laws, including the Bribery Act 2010, in respect of our conduct both at home and abroad. It is our purpose to set out 8build's responsibilities, and the responsibilities for those working for us, in observing and upholding our position on bribery and corruption and to provide information and guidance to all on how to recognise and deal with any issues that arise.

Selected Disclosures

GRI 306: Waste

Our Management Approach to Waste

Please describe why the anti-corruption management approach is a relevant concern to the organisation's operations?

Waste Management is not just a regulatory box to tick, it is a foundational aspect of responsible, efficient, and sustainable construction operations. For 8build, integrating robust waste management into their processes is essential for legal compliance, cost control, safety, environmental protection and long term business success.

Please describe the scope of how waste management impacts the organisation.

Waste Management impacts 8build across its entire project lifecycle, influencing our cost control, our operational efficiency, legal compliance, environmental sustainability, safety and reputation.. 8build tries to integrate comprehensive waste management strategies to optimize project outcomes and fulfil its broader responsibilities within the industry overall.

Please discuss how the organisation manages its waste.

8build manages its waste through professional third party waste experts. We use a structured process that ensures compliance, efficiency, and environmental responsibility. We use only licenced waste carriers. The third party supplies all the appropriate containers and materials are segregated either by our staff or after collection depending upon the contractor used.

There is a regular schedule of site collections, all of which are managed by transfer notes or duty of care certificates from the third party. We are fortunate to receive detailed reporting which includes recycling rates and waste volumes. All site personal are trained and managed to ensure that they follow site protocols. We look to continuous improvement over the length of the projects.

Selected Disclosures

GRI 403: Occupational Health and Safety

Our Management Approach to Occupational Health and Safety

Please describe why occupational health and safety is integral to the organisation's operations?

At 8build, OHS is not just a legal requirement but a cornerstone of effective project management, risk reduction, and business success. Obviously, we have our legal obligations under CDM Regulations and Safety at Work Acts but we must ensure the health, safety and welfare of all workers and others affected by our operations. We must plan, manage and monitor all aspects of health and safety to minimise cost, prevent accidents and protect all life. The latter is obviously the highest driver as it impacts directly upon our colleagues.

Due diligence and care create a better working environment for employee morale and operational efficiency to flourish. Our reputation is good and business continuity is permitted. All stakeholders know their responsibilities and that they are working for a reputable contractor who will manage their workload and keep them safe wherever

possible, This leads to financial success without any negative impact including any risk of fines due to legal non-compliance.

Please provide a statement of the purpose of the organisation regarding its occupational health and safety

Our purpose is to ensure that every person working on or affected by our projects goes home safe and well, every day. We are committed to providing a healthy and safe working environment across all our sites and offices, preventing work-related injury and ill-health, and promoting both physical and mental wellbeing.

We achieve this by embedding a proactive, risk-based approach to health and safety across all levels of the business, fostering a culture of responsibility, openness, and continual improvement, underpinned by our ISO 45001-certified management system.

Selected Disclosures

GRI 404: Training and Education

Our Management Approach to Training and Education

Please describe why training is integral to the organisation.

Training is not just a support function but a strategic investment that underpins productivity, growth, innovation, and long-term organisational success.

Please describe the scope of the organisation's training management approach.

In summary, the scope of a training management approach covers the full lifecycle of employee development, from identifying needs to evaluating outcomes, ensuring that training is effective, efficient, and strategically aligned with organizational objectives.

Please provide a statement of the purpose of the organisation regarding its training management approach.

The purpose of good training management is not just about delivering courses. It is a strategic function that underpins the organisation's ability to compete, grow and sustain success in a dynamic business environment. It

encompasses Strategic Alignment, Performance & Productivity, Recourse Optimisation, Talent Management & Retention, Quality, Innovation, Adaptability, Reputation & Culture.

Please provide a description, explanation or narrative on the company's grievance mechanisms regarding its training management approach.

Staff are encouraged to raise grievances informally with their line manager and we find that this usually resolves any issues. However, if that does fail, they must write formally and issue their grievance to their line manager. If their grievance relates to their line manager, they should write to another manager or director.

It may be necessary to instigate an investigation of some kind although that is unlikely in regard to a training dispute. Generally a more formal meeting with all parties should resolve any misunderstanding or miscommunication. There is also a formal right of appeal should the outcome be deemed unsatisfactory, Staff may request specific training at any time and, as long as it is pertinent to their job function, it is unlikely to be refused.

Independent Assessment & Certification



FIND OUT MORE



SCAN ME

Interpreting this Report

The matters raised in this report are only those that came to our attention during the course of our review and are not necessarily a comprehensive statement of all the weaknesses that exist or all the improvements that might be made.

Recommendations for improvements should be assessed by you, the stakeholder, for their full impact before they are implemented. This report, or our work, should not be taken as a substitute for management's responsibilities for the application of sound commercial practices.

We emphasise that the responsibility for a sound system of internal controls rests with management, and our work should not be relied upon to identify all strengths and weaknesses that may exist. Neither should our work be relied upon to identify all circumstances of fraud or irregularity, should there be any.

This report is supplied with the understanding that it is solely for the use of the persons to whom it is addressed and for the purposes set out herein. Our work has been undertaken solely to prepare this report and to state those matters that we have agreed.

To the fullest extent permitted by law, 8build will accept no responsibility or liability in respect of this report to any other party and shall not be liable for any loss, damage, or expense of whatsoever nature which is caused by any person's reliance on representations in this report.

We have no responsibility to update this report for events and circumstances occurring after the date of this report.

8build is a limited liability company registered in England and Wales no. 10218501 of the registered address Shrawley House, Shrawley, Worcestershire, WR6 6TG, United Kingdom.





Infinite Possibilities

www.8build.com
020 7710 4488

64 Leaman Street
London, E1 8EU