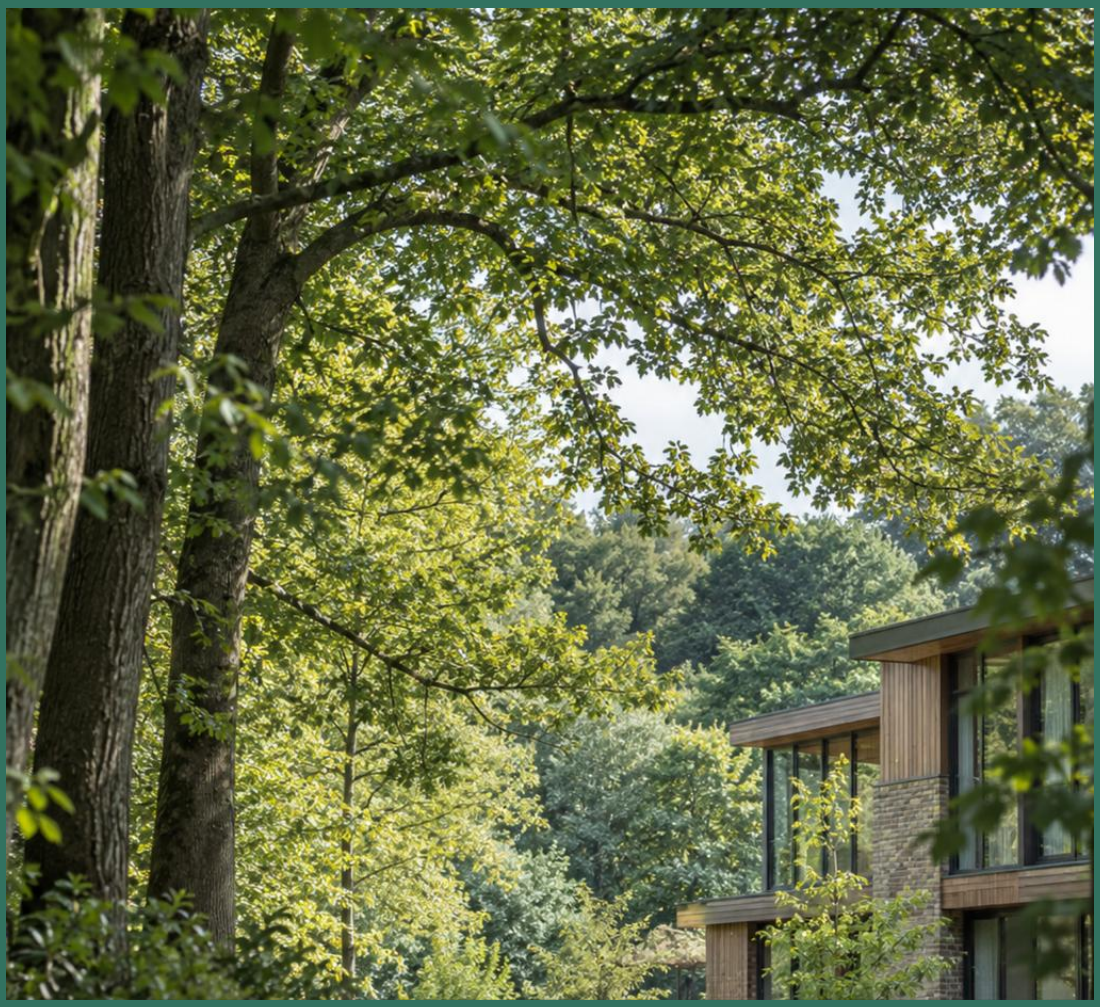


Sustainability and Carbon Transition Plan 2026/2027

Burren & Whitaker Construction Ltd.

Contents

OUR APPROACH

Our approach and targets 1

Four areas of action 2

Sustainability roadmap 3

TRANSPORT AND PREMISES

Fleet and travel 4

Vehicle replacement programme 5

Site vehicles, plant and generators 6

Head office energy 7

PROJECT DELIVERY

Materials, waste and procurement 8

Clients and building performance 9

110 Manor Fields 10

REVIEW AND NEXT STEPS

Measurement, evidence and review 11

Training and accountability 12

Looking ahead 13



Sustainability and Carbon Transition Plan

Burren & Whitaker Construction Ltd
2026 to 2027 delivery priorities

At Burren and Whitaker Construction we are focused on reducing the resources used across our operations, while expanding our offering to help clients to improve the sustainability, energy efficiency and carbon footprint of their projects.

Our approach

Over the past few years, we have implemented measures that prioritise reducing our company's energy demand and emissions. This includes policies to prevent unnecessary travel and reduce consumption and waste, as well as measures across our projects that ensure sustainability through renewability and permanence. This document outlines the specific measures we have implemented to achieve these objectives, as well as those we are implementing next to ensure we meet our long-term goals.

Recent Activity and Current Priorities

Progress to Date
Six EV charging points installed and four Full Electric & Hybrid vehicles purchased.
Head office insulation upgraded.
Shared van journeys and vehicle tracking implemented.
189 hours of sustainability training delivered.
Head office electricity switched to Zero Carbon Electricity for Business.
Solar installation planned for Q1 2027.

Targets and Alignment

Aligned with the Paris Agreement and the UK government's Net Zero Strategy, the primary actionable target we are working towards is net zero across scope 1 by 2040, and relevant scope 2 and 3 emissions by 2045, supported by an underway EV and HEV vehicle replacement programme with plans to further reduce vehicle emissions by 96% from our current 2026 baseline by 2035 and total electric conversion by the 2040 milestone.

Four areas of action

01 Our operations

To meet our sustainability goals, our most immediately beneficial course of action is in improvements to our own facility and Vehicles environmental impacts. We are doing this through sustainable upgrades to our infrastructure's energy usage, emissions and power generation, working towards a Net Zero target for both our transport fleet and HQ by 2035.

02 Clients and buildings

Our work shapes how buildings impact the environment for years to come. As such we work to provide client's access to up-to-date sustainability information, practices and technology as the scope of what's available evolves. To achieve this, we build relationships with consultancy and technology providers so we may identify cost effective, sustainable options suited to each of our projects.

03 Materials and suppliers

Good material decisions begin before ordering. Our materials register documents and compares product choices, factoring in cost, certifications and environmental performance, and grows from each of our projects. Our teams look for appropriate opportunities to retain, repair or reuse materials, while careful storage, grouped ordering and delivery planning help us reduce avoidable waste on site.

04 People and place

Construction projects directly affect the people and places around each site. We aim to make that effect positive wherever we can. We use local labour wherever practical to reduce travel while supporting locals, we manage risks like dust and noise across all our sites, and with clients and local initiatives, we look for opportunities to build environmental awareness and support nearby habitats.







Burren And Whitakers Sustainability Roadmap

2022

Foundation

- Began structured analysis of how our Company impacts the environment.
- Investigation of what measures we could take to improve this

2026

Current Progress

- Partial Electrification of our transport
- Energy reduction measures of our facilities either underway or in preperation

2027 /2028

Current Program

- Continued electrification of our transport
- Completed energy reduction of facilities alongside PV Solar installation

2035

Target

- Full electrification of our entire transport fleet with EV/HEV options and relevant facility upgrades to facilitate.
- Industry leading access to green technologies.

2045

Ambition

- Net Zero achieved across all of our internal operation, transport and individual contracts

Fleet and travel

We have purchased two full EV's and 2 Hybrids as per an implemented vehicle replacement programme and installed six EV charging points at our Head Office in support of them.

The fleet target is all vehicles replaced with low-emission EV or Hybrid alternatives by 2035 and full electrification of every company car and van by 2040. The vehicle-by-vehicle replacement schedule considers duty, payload, towing, range, charging access and whole-life cost to assess suitable current market options, and technology forecasts where the current technology cannot meet the current demands of a vehicle in our fleet. Any additional fleet expansion will also follow the same criteria and process of our replacement programme, and final Vehicle selection lock-in is scheduled a month prior to replacement, so that the final purchase considers the most up-to-date options using the selection and suitability criteria.



Our switch to an electric-oriented vehicle replacement programme began in 2022. So far, we have equipped the fleet with 4 EVs and HEVs alongside 6 EV charging points fitted at the Head Office to support these vehicles and the next few in our expansion. We are doing this iteratively to ensure we can adapt successfully with adequate time to address integration friction and minimise delivery risk. Regular replacement to ensure emissions compliance is already a well-established part of company protocol, with currently all but one of our current fleet of Vehicles being up to date with ULEZ compliance, and the single remaining vehicle scheduled for replacement in Q1 2027.

Across all of our operations, we also use vehicle tracking and shared journeys where practical to target immediate emission reduction through avoidance of unnecessary mileage. Employee schedules, locations and travel routes are analysed throughout our build process so on-site teams can actively incorporate vehicle sharing and use near-site accommodation when suitable.

Current fleet mix

2 EVs + 2 HEVs

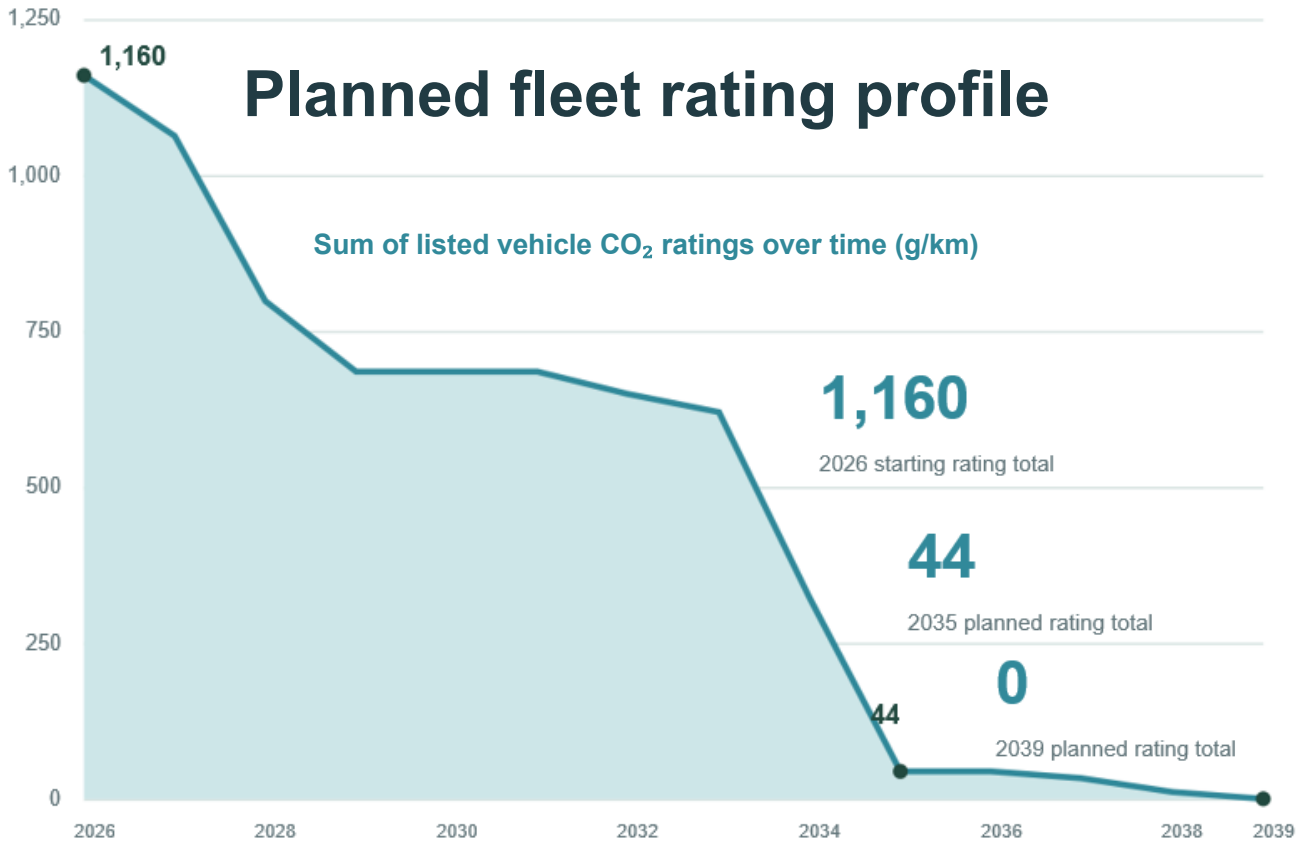
8 other vehicles



TRANSPORT AND PREMISES

B&W Vehicle Replacement Programme

Vehicle no.	CO2 (g/km)	Emission Compliance	Replacement trigger	EV / HEV duty check	Target year
01	0	Euro 6ax (0 emissions)	Contract End / Tech Cycle	N/A	N/A
02	0	Euro 6ax (0 emissions)	Contract End / Tech Cycle	N/A	N/A
03	108	Euro 5	CAZ Non-Compliant / Age	Next up for replacement: PHEVs available with greater performance in capacity and range.	2027
04	163	Euro 6b	Fleet Age Cycle / High CO2	1,000kg payload can be matched by some large PHEVs with reduced but suitable 300+ mile ranges.	2028
05	124	Euro 6b	Fleet Age Cycle	PHEVs suitable for range and load	2028
06	124	Euro 6 ah	Fleet Age Cycle	Same suitability as Vehicle 5	2029
07	36	Euro 6 ap	Battery Degradation / Age	Full EV conversion: 530kg load passenger car is suitable for full conversion next replacement.	2032
08	29	Euro 6 ap	Battery Degradation / Age	Full EV conversion. Same suitability as Vehicle 7	2033
09	149	Euro 6 aq	Modern Euro 6 Fleet Cycle	Next-gen: 2034 EV market forecast to provide substantial improvement to range at high capacity	2034
10	149	Euro 6 aq	Modern Euro 6 Fleet Cycle	Next-gen: Identical to vehicle 9	2034
11	141	Euro 6 aq	Modern Euro 6 Fleet Cycle	Already emission complaint, replace once future EV mass market has matured for comparable options	2035
12	137	Euro 6 ea	Modern Euro 6 Fleet Cycle	Replace only once market matures to provide suitable performance same as vehicle 11	2035



TRANSPORT AND PREMISES

Site Vehicles, Plant and generators

Another targeted emissions source within our operations is Site Vehicles, mobile plant and temporary generator fuel usage. Currently, we target this by checking if electric power equipment and grid power can meet our needs before using a generator. Where fuel-powered equipment is necessary, our teams are trained and monitored to avoid unnecessary idling through efficient planning of operation and usage.

In 2027, we are targeting to reduce emissions further by recording generator fuel usage for analysis of potential operational improvement and the establishment of a supply chain, storage, proper usage protocols, and vehicle/plant compatibility checks during procurement for HVO fuel, so we can offer its use within our operations as a green fuel alternative to our clients. Our target is 20% Usage by the end of 2027 to build experience and reliability in HVO implementation and then further expand its usage as per Client demand. Furthermore, as sustainable technology advances, we will monitor the market for next-generation lower-emission or electric construction plant vehicles and generators as they meet our operational requirements.

20%+

Targeted HVO implementation by 2028

Subject to Client demand, and suitability.



TRANSPORT AND PREMISES



Head office energy

Reducing Scope 2 emissions via improved energy efficiency at the Company Headquarters was identified as a rapidly attainable target for immediate impact. As such, a comprehensive suite of renovations has been proposed and is currently underway across Q4 2026 and 2027.

In terms of energy efficiency, the two primary weaknesses identified are the building's heating and lighting. To address this, three upgrades were proposed: the first was refitting the building with high-efficiency PIR insulation; this was completed earlier in 2026. The second is the heating system itself, which is booked for a full strip and refit of our AC and Heaters for modern, energy-efficient solutions equipped with load-control smart switches from our partnered supplier, Voltalis. The third target is to strip and replace the building's lighting with high-luminous-efficacy LEDs.

After these proposed changes, the building's energy demand is still expected to increase over time as we continue to replace our fleet with EVs To address this, we are currently in the planning phase with a supplier on the reasonable scope and installation of a Co-located Solar PV and Battery Storage System. The Burren and Whitaker Head Office site is currently on the British Gas zero carbon electricity for business scheme, which is fully backed by certified renewable sources and nuclear power at the disclosed mix of 64% Nuclear and 36% renewable generation. We intend to remain on this scheme, in addition to supplementing our own energy production through our solar generation plans.

Communication is ongoing to schedule a design review with our supplier for the PV solar array requirements, which considers system capacity, generation, and storage against our current consumption and forecast consumption as we continue with our EV transition plan. The planning process is also to address regulatory permissions, grid arrangements, export options and a funding plan for the fitting of the array. These infrastructure works are on track for completion by 2028, after which further evaluation may then be implemented to create a second phase of action.

To track the efficacy of these changes, we will state the proportion of electricity demand expected to be met, rather than describe the building as fully solar powered without supporting analysis. For the lighting upgrade, we will compare existing and replacement loads, operating hours, controls, installation costs and measured savings. We will retain the specification and installation records to compare energy consumption over suitable periods while accounting for weather, occupancy and other changes. Until that analysis is complete, we will report the physical improvement and forecasting without claiming a measured energy saving.

100%

Net-Offset Solar Generation

Planned at our Head Office by 2028

PROJECT DELIVERY

Materials, waste And Procurement

To improve sustainability in project delivery, we plan to implement additional training for our procurement staff and review stages within our standard procurement strategy, early enough in the process to influence sustainable purchasing and construction decisions. All recommendations must account for specification, design responsibility, safety, durability and maintenance, as with all standard proposals for programme and Client approval.

Strategy and Supplier Engagement

Our new material and waste management strategy encompasses multiple stages aimed at ensuring our projects align with our sustainability and environmental impact targets. This begins with a retention, repair, and reuse assessment for suggestions to Clients where appropriate to avoid unnecessary waste from redundant demolitions and stripping. Significant purchasing decisions are to be analysed and compliant with our company-wide sustainability training for appropriate product sourcing, identification of relevant declarations and certification, alongside checks for equivalent performance and cost. Where project teams identify opportunities for waste reduction or improved environmental impact, proposed alterations and independent sourcing for the build specifications are presented to clients for approval and subsequently recorded in the company materials log for future projects, and waste records must distinguish reuse, recycling, landfill and other landfill diversion where it has taken place.



PROJECT DELIVERY

Clients and building performance

Burren and Whitaker Construction has developed relationships with consultants and suppliers for major avenues of sustainability performance in modern building, such as Solar generation, smart heating, high-efficiency lighting and acoustic outfitting; these are the most frequent opportunities that arise for cost-efficient improvements to environmental impact in our builds. Building further upon our access and ability to supply up-to-date solutions in these areas is a major focus for the Company, so we can offer more sustainability, energy efficiency and positive environmental impact opportunities to our clients.

Current Project planning also addresses water use, dust, noise, and pollution prevention, as well as protection of existing habitats, in addition to statutory duties and works already required by our contracts.

For approved measures, commissioning and handover requirements are agreed, impact prediction is provided, and access to post-completion deliverable verification is sought to facilitate tracking and assurance of the company's sustainability delivery.



PROJECT EXAMPLE

110 Manor Fields

The Manor Fields Conversion Project involved the comprehensive remodel and conversion of an existing residential property into four supported living flats tailored to meet the requirements of individuals with advanced learning disabilities and an office for an on-site care team to operate.

Within this project, we proposed and successfully implemented several alterations using our specialist suppliers and consultants to deliver improved energy efficiency, reduced emissions and a positive environmental impact for the Horsham area. These deliverables consisted of a PV Solar installation, energy-efficient lighting, high-performance acoustic partitions and ‘hedgehog highways'. The property was also comprehensively reinsulated throughout with modern zero ODP certified PIR boards with tongue and groove profiling, achieving an improvement from Class D to Class B EPC rating across the flats.

The hedgehog highways consisted of access openings in the boundary fencing, allowing hedgehogs to roam freely between green spaces, as per the Horsham Wild Denne initiative's guidance to connect habitats and target environmental facilitation of a species assessed to be in serious decline.

D → B

EPC rating improvement



REVIEW AND ASSURANCE

Measurement, evidence And review

Each tender has its own delivery offer, based on the authority's selected criteria, local needs and the duration of works. Our corporate plan supports sustainability within that offer via specification of actions, quantities, dates, resources and people responsible within the tender response.

General Control process

Stage	Action and record
Prior to submission	Check the scoring criteria and specification. Identify cost commitments and opportunities for improvement
Mobilisation	Confirm a reporting baseline and monitoring plan to be implemented over the project timescale that will not interfere with the tender commitments.
Monthly delivery	Collect evidence where agreed upon, record and compare actual progress with the individual commitments and consider client feedback where given.
Corrective action	Escalate any shortfalls to the Director so corrective measures can be decided, implemented and recorded.
Completion	Deliver final evidence of delivered outcomes and record any improvements for future work.

Environmental measurement

Our measurement objective is always to show what happened and, where possible, how much difference it made.

Example

Evidence Type	PV Solar Panel Instillation Evidence Gathering Plan
Implementation	Invoice and commissioning record for PV Solar Panel Instillation
Performance	Meter readings showing generation
Improvement	Net grid energy consumption before and after installation

Where required by the tender, Burren and Whitaker Construction will report reductions in carbon emissions, water consumption and waste to landfill, alongside environmental engagement hours. Each reduction will have an agreed baseline, scope and calculation method.

The Once For All / Construction Line tender management platform is used to monitor and maintain company compliance by supporting the management of records, assessment requirements and renewal dates.

REVIEW AND ASSURANCE

Training and accountability

The current staff programme combines general environmental awareness with role-specific guidance for site managers, buyers and accounts staff, teaching staff what is relevant to their work. This includes waste segregation and pollution prevention for site teams, reviewing product information and suitable alternatives for buyers, and maintaining accurate consumption and purchasing records for accounts staff. Completion records and practical actions are logged to support review and identify further training needs.

189 Hours

of recorded Sustainability training delivered across our workforce

Five specialist sustainable technology consultants engaged so far

300 hours

Proposed training target by Q1 2028

Building consultation and sustainable building expertise.

Dependency and Accountability

The main delivery dependencies are EV technology development meeting forecasts for our late stages of the replacement plan, maintaining record quality to track tasks, supplier availability and potential property constraints/compatibility issues. This is to be mitigated like any of our other projects, through diligent planning and proactive escalation with corrective action wherever necessary to meet targets. The Company's Sustainability Lead is tasked with monthly review of the company's action plan, overseen and reported to the Company's responsible Director so alterations can be proposed as the landscape of sustainability technology and objectives changes over time. This methodology keeps the Company accountable and ensures the action plan can remain responsive and realistic over the long-term outlook of its scope. The primary governing directive remains to reach Net Zero by 2045 and ensure all actions stay aligned with Industry and Government targets for sustainability and social outcomes.

WORKING PRIORITIES

Looking Ahead

Our current working priorities to improve the company's sustainability outlook are:

Current Priorities	2026 baseline	Proposed position Q4 2027
% Low emission EV or HEV's	33% (2 full EV's and 2 HEV's)	41.67% (Additional PHEV Van replacement)
% Euro 6 compliant Vehicles	91.67 % (1 non-compliant vehicle)	100% compliant
Sum fleet CO2 emissions rating (g/km)	1160	1063 (Impact realistically bigger as older vehicles tested on less stringent standards. Drop to 798 proposed by Q4 2028)
Office electricity demand, including EV charging	1577kWh in September (full year's record complete by January 2027)	Record comparable dates after efficiency upgrades to review improvement
Heating and lighting	Insulation completed; heating refit booked and lighting replacement planned.	Deliver planned heating and lighting upgrades
Head office solar generation	Design under assessment	Co-located PV Solar and Battery Storage System installed at Head Office site.
Site, plant and generator fuel	Electric / grid power considered first; unnecessary idling managed.	Record fuel use; establish HVO training, supply and compatibility checks. Target 20% Site HVO usage by the end of Q4 2027.
Staff sustainability training	189 hours recorded	300 Hours targeted as we look to expand our consultation and expertise in sustainable building

Alongside these deliverables, we intend to continue identifying opportunities for further improvement in both our internal operations and what we deliver within our projects.

Burren & Whitaker Construction Ltd

The ethos of our sustainability approach at Burren and Whitaker Construction is to be diligent and structured in our acquisition and implementation of realistic sustainability targets and deliverables that consider and integrate with the other prerequisites and scope of our operations. We do this while maintaining clear routes for verification and quantification of success to coordinate and deliver real verified sustainability improvements.

www.burrenandwhitaker.co.uk

01342 844 118
enquiries@burrenandwhitaker.co.uk