

Sustainability Policy

1. SCOPE

Ordtek is committed to creating a sustainable society by actively managing and developing our operations in a way that balances our social, environmental, and economic objectives. To do this, a suite of interdependent policies and their procedures are implemented collectively to deliver the objectives of the Sustainability Policy. This policy applies to all Ordtek employees, clients, sub-consultants, and anyone working on behalf of Ordtek. This is now evolving to include scope 2 and 3 emissions as this information becomes more available. It also applies to the goods and services we procure, our direct operations and the services we provide to our customers.

2. PURPOSE

To provide an effective framework for realising Ordtek's commitment to sustainable development for society by protecting and, where possible, enhancing social, environmental, and economic impacts by preventing pollution, reducing social inequality, and driving sustainable economic development as part of a transition to a low carbon future. This is correlated with the UN's Sustainable Development Goals (UN-SDG's) which aid in defining a path to overall sustainability within Ordtek and its sphere of influence. This will ensure that Ordtek maintain a consistent approach towards a green and circular economy, which is at the core of what we do as a company.

3. POLICY

Ordtek adopts a continual improvement approach to the implementation of this sustainability policy and to improve the positive impacts we make by ensuring: This will be complete in 3 main components.

- Day to day alignment of policies and plans, reducing emission.
- Ordtek's impacts on client's projects and sustainable development guidance.
- Internal engagement & education on sustainable development for our core asset, our staff.

This will be completed by utilising the following:

- Research, development and education on sustainability matters.
- Compliance with all relevant & evolving legislation and standards, and the expectations of our customers and other key stakeholders.
- Systems and procedures prevent pollution and minimise resource consumption.
- Employees and suppliers are able and encouraged to support our sustainability commitments and partake in SDG's outreach.
- Continually review how we can make improvements to our sustainability performance.
- Ensuring a fair and diverse balance in our workforce, ensuring the best personnel are chosen to complete tasks regardless of biases.

Ordtek aims to turn current best practices into standard practice to minimise the impact of climate change. The company also commits to continually strengthen the working practices, and commits to create complete engineering outcomes that have more positive impacts on the world.

Ordtek will strive to:

- Continue to raise awareness of climate and biodiversity emergencies and the need for urgent action amongst our clients, project partners and supply chains.
- Advocate for faster change in our industry towards regenerative design practices and a higher Governmental funding priority to support this.
- Apply, educate, and further develop, climate and biodiversity mitigation principles as key measure of our industry's success, demonstrated through rating systems, awards, prizes and listings.

- Extend the sharing of knowledge, and research to these ends on an open-source basis, both internally and externally.
- Evaluate all new projects against the need to contribute positively to society and enhanced well - being, while simultaneously averting climate breakdown.
- Encourage our clients to adopt this approach – using the holistic approach and principles of PAS2080 to reinforce sound decision-making.
- Promote the upgrade of existing built infrastructure systems or prolong use, lifetime of infrastructure as a more efficient alternative to demolition and new-build as a solution for ‘whole-life carbon’.
- Adopt regenerative design principles in practice with the aim of providing civil engineering design that produces complete infrastructure systems that enable society to make the necessary changes to match the goals of becoming a net zero economy.
- Extend, now, the consideration of ‘whole-life carbon’ targets for all long-duration projects, taking into account wider social, economic and environmental effects, to ensure delivery off the longer-term goals of this declaration.
- Increase current levels of collaboration between clients, engineers, contractors and other professionals involved in the design and provision of complete infrastructure systems to further reduce waste during construction and operation of assets.
- Accelerate the shift to low embodied carbon materials in all our work.
- Minimise wasteful use of resources in our civil engineering design, both in quantum and in detail.

In order for Ordtek to realise these commitments, sustainability performance is driven by Ordtek’s Senior management Team, through our:

- Equal Opportunities policy and positive about disability status we are committed to action on equal opportunities.
- Encouragement of use of alternative modes of transport and operation of a ‘Bike to Work’ scheme.
- Environmental Manual which covers wider environmental issues within Ordtek.
- Environmental Policy which covers energy, waste and paper usage.
- Monitoring and reporting of our CO2 emissions with 2022 serving as our base year.
- Broadcast this journey to net zero and beyond using various resources to engage; educate and learn from others in this challenge.

This policy and the actions arising from it will be annually reviewed by Ordtek’s management team, with final approval by the Managing Director.



Richard Pike
Managing Director
11th August 2025