IMS P 002 Environment & Sustainability Policy

1. DOCUMENT CONTROL

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Version	Main changes	Date
1.0	New policy development	Jan 22
2.0	Annual Review	Jan 23
3.0	Annual review	Jan 24
4.0	Inclusion of PAS 2080	Jan 25

M.J.CHURCH

Environmental & Sustainability Policy Statement

1. MJ Church Ltd is one of the largest Civil Engineering, Earthworks and Waste Management Contractors, based in the South West of England.

MJ Church recognises its environmental duties to comply with all relevant UK legislation.

The CEO is responsible for Health, Safety and Environmental issues, he recognises that he has a responsibility to take an environmentally (and socially) responsible approach both to existing activities and to possible new developments.

We will do this by:

- Assessing and reducing the negative environmental impacts of our work and maximising opportunities to have a positive impact
- Ensuring our employees and delivery partners have the competence to continually improve our environmental performance
- Understanding our stakeholders environmental expectations and requirements
- Collaborating with value chain partners during the lifecycle of an infrastructure project

Our long term objectives are to:

- Proactively reduce greenhouse gas emissions from assets we build and maintain, as well as from our own operations, in accordance with PAS2080 principles. We aim to be net zero carbon as a business by 2050, with carbon intensity reductions from our baseline.
- Generate zero waste through reducing upfront demand, reusing materials whenever possible and recycling or down cycling by adopting circular economy principles
- Procure sustainable supply chain partners that align with our environmental ambitions and carbon reduction targets. Select and use, where possible, materials that are benign to people and the environment
- Reduce the demand for, conserve and recycle water resources where possible
- Work to minimise the impact of our direct operations upon biodiversity and, where feasible, create biodiversity net gain and nature-based solutions to climate change
- Reduce harmful emissions to air from our projects, road vehicles, mobile and stationary equipment and processes and minimise the negative impact of our operations on water, land and soil quality

3. In order that the Company can achieve those objectives, it is important that employees recognise their duty, whilst at work, to take reasonable care of the environment. Employees should also cooperate fully with the Company or anyone else concerned, to ensure that their legal and moral obligations are performed or complied with.
4. The Company is committed to improve its environmental performance and its environmental management system. This may be through the setting of environmental targets and objectives.
5. This Statement will be reviewed annually and amended as necessary to ensure that we are meeting the needs of the business and the environment in which we work. It will be made available to the public and interested parties on request.

Signed:
Ben Staff
CEO
January 2025

2. PURPOSE

2.1. MJ Church Ltd is one of the largest Civil Engineering, Earthworks and Waste Management Contractors, based in the South West of England.
2.2. MJ Church recognises its environmental duties to comply with all relevant UK legislation.
2.3. The CEO is responsible for Health, Safety and Environmental issues, he recognises that he has a responsibility to take an environmentally (and socially) responsible approach both to existing activities and to possible new developments.

3. POLICY SCOPE

3.1. Assessing and reducing the negative environmental impacts of our work and maximising opportunities to have a positive impact
3.2. Ensuring our employees and delivery partners have the competence to continually improve our environmental performance
3.3. Understanding our stakeholders environmental expectations and requirements
3.4. Collaborating with value chain partners during the lifecycle of an infrastructure project

4. ROLES AND RESPONSIBILITIES

4.1. As set out in the Procedures below, all Line Managers have a responsibility to take any whistleblowing seriously and to either investigate or to escalate to Senior Management where appropriate.

4.2. Members of the Senior Leadership Team have a particular responsibility to ensure that all employees within their teams are familiar with the policy, to give them confidence that any concerns will be taken seriously and to ensure that colleagues understand their protections should they blow the whistle on inappropriate behaviour.

5. POLICY STATEMENT

5.1. Our long term objectives are to:

- Proactively reduce greenhouse gas emissions from assets we build and maintain, as well as from our own operations, in accordance with PAS2080 principles. We aim to be net zero carbon as a business by 2050, with carbon intensity reductions.
- Generate zero waste through reducing upfront demand, reusing materials whenever possible and recycling or down cycling by adopting circular economy principles
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- In order that the Company can achieve those objectives, it is important that employees recognise their duty, whilst at work, to take reasonable care of the environment. Employees should also cooperate fully with the Company or anyone else concerned, to ensure that their legal and moral obligations are performed or complied with.
- The Company is committed to improve its environmental performance and its environmental management system. This may be through the setting of environmental targets and objectives.
- This Statement will be reviewed annually and amended as necessary to ensure that we are meeting the needs of the business and the environment in which we work. It will be made available to the public and interested parties on request.

6. POLICY SPECIFICS

6.1 Policy Application

It is mandatory that the contents of this document are adhered to at all times by everyone in MJ Church and, to the extent MJ Church can enforce application, in joint ventures, partnerships and companies in which we have an interest.

Where MJ Church has management control, the environmental management system (EMS) used must be registered and certified to ISO14001.

6.2 General requirements

MJ Church has in place a single integrated management system at corporate level that includes environmental procedures and forms. Responsibility for Environment rests with all employees in MJ Church from the Executive Leadership Team (ELT), the Senior Leadership Team (SLT), divisional management teams, through to site managers and beyond.

Each Project, Contract and Sector within MJ Church shall review and implement the management system. Where there are unique differences required due to operational needs then these will be developed into additional procedures and implemented by the Project. The EMS will be certified to the ISO9001, ISO14001 and ISO45001 standards and will always take precedence over the Project local management systems.

MJ Church has a management system policy statement that:-

- is appropriate to the nature and scale of the business
- includes a commitment to continual improvement and the setting of objectives in support of our strategic goals – shareholders, customers, people, planet and society
- is documented, implemented and maintained
- is communicated to all employees with the intent that employees are made aware of their individual Environmental obligations
- is available to interested parties
- is reviewed annually to ensure that it remains relevant and appropriate to the business

To support the management system policy statement, MJ Church has an Environmental Policy Statement that can be found on sharepoint.

7.0 Organisation

7.1 Chief Executive Officer

The Chief Executive Officer (CEO) of MJ Church has responsibility for overseeing the establishment and implementation of effective company procedures and policies, and as part of this commitment has signed the MJ Church Environmental Policy Statement ('the Policy').

The CEO will:-

- Review and reissue the Policy annually
- appoint a member of the SLT who will be accountable for implementing the policy and the effectiveness of the environmental management system
- shall appoint a MJ Church Head of Health, Safety & Environmental, whose duties are described in section 2.5

7.2 Executive Leadership Team

The MJ Church ELT are ultimately responsible for the management of Environment and the members of the ELT have both collective and individual environmental responsibilities.

The ELT shall review environmental performance regularly at their meetings, consider environmental related recommendations and approve such recommendations where appropriate.

In addition, the ELT will carry out an annual review of environmental performance and management.

7.3 Division Directors

Each Divisional Director shall be responsible for ensuring that their Contracts and Projects meet the requirements of the Policy

They shall;

- ensure that each Project and contract appoints a director or senior manager with responsibility for environmental matters.

- annually review environmental objectives and targets to ensure that they are relevant and up to date.

7.4 Senior Leadership Team

Each Business unit SLT shall be responsible for establishing and implementing the environmental policies and systems.

In establishing and implementing the environmental policies and systems, the Business unit SLT shall:-

- take account of the MJ Church Environmental Policy Statement and ensure it is drawn to the notice of all employees.
- ensure that their senior management teams have ultimate responsibility for the management of environmental issues and accept responsibility both collectively and individually for this.
- demonstrate commitment to the Policy.
- appoint persons to ensure that the Policy is effectively applied to all its departments and activities.
- set environmental goals and objectives and review progress and performance towards their achievements at management meetings.
- appoint senior managers with responsibility for environmental issues.
- appoint competent HSE advisors, and provide adequate resources to ensure the effective implementation of the Environment Policies, including appropriate environmental training for all its employees.
- at periodic management reviews, sign off that the environmental arrangements are complied with and state that where compliance is not complete there is documented actions in place. Progress to complete the action is regularly reported to the SLT and business unit director.

7.5 MJ Church Head of HSE

The CEO shall appoint someone with specific responsibility for the Environment who shall be required to:-

- manage the MJ Church Environment Policy Statement and procedures to promote continual improvement in environmental performance across all the Projects and Contracts
- ensure that the Policy is reviewed annually and updated as appropriate
- monitor environmental performance across the Projects and Contracts to identify and resolve important issues
- hold periodic environmental management reviews
- report environmental performance data.
- promote the transfer of environmental best practice across the Projects and Contracts
- advise the MJ Church ELT and SLT on environmental matters
- liaise with Group functions.

7.6 Procurement Team

The Procurement Team has collective and individual responsibility for:-

- managing the sustainable Procurement Policy and Procedures to promote continual improvement in sustainability performance across the Supply Chain
- ensure that the Sustainable Procurement Policy is reviewed annually and updated as appropriate
- monitor Supply Chain performance in relation to sustainability across the Projects and Contracts and identify opportunities in the value chain.

7.7 MJ Church HSE Team

The MJ Church HSE Team has collective and individual responsibility for:-

- promoting, advising and supporting the Projects and Contracts
- contributing to executing the environmental management strategy and issues across MJ Church and as directed by the Group Head of HSE, and
- ensuring that environmental management best practice is shared between Projects and Contracts
- promoting, advising and supporting the Projects and Contracts
- contributing to executing the environmental management strategy and issues across MJ Church as directed by the Group Head of HSE
- monitoring performance against the requirements of their respective part of the management system and relevant legislation
- collating and reporting performance data and trend analysis including reviewing and monitoring the Project or Contract's performance against agreed objectives and targets
- managing the development, regular review and update of their respective part of the management system in order to ensure that it is comprehensive, relevant and up-to-date
- liaising with the MJ Church Head of HSE on third party certification issues
- report to the Head of HSE, as appropriate
- promoting a culture of continual improvement including maintaining awareness of best practice across the business

8. Planning

8.1 Hazard identification, risk and opportunity assessment and control

Each Project and Contract shall implement this policy and maintain procedures for the identification of environmental hazards and impacts, assessments of environmental risks and opportunities and the implementation of necessary control measures. These shall:-

- cover routine and non-routine activities of the Project or Contract
- cover the activities of all personnel having access to the workplace (including subcontractors, visitors and the public)
- cover the facilities at the workplace, whether provided by the Project or Contract, or by others
- address wider risks and opportunities including how the environment may impact on the business
- take a life-cycle approach especially for design and procurement

8.2 Compliance obligations

The Head of HSE shall establish and maintain a procedure for identifying and assessing the compliance obligations that are applicable to MJ Church. They shall communicate relevant information on compliance obligations to its employees and other relevant interested parties.

8.3 Objectives

Each Project or Contract shall establish and maintain documented environmental objectives at each relevant function and level. The objectives shall be consistent with MJ Church Environment & Sustainability Policy Statement, plans and objectives, including the commitment to continual improvement.

8.4 Environmental Management Programme

MJ Church shall establish and maintain an environmental management programme for achieving its objectives. This shall include documentation of:-

- the designated responsibility and authority for achievement of the objectives at relevant functions and levels within the business
- the means and time-scale by which objectives are to be achieved how the results will be evaluated

The environmental management programme shall be reviewed annually by the CEO

9.1 Structure and responsibility

The roles, responsibilities and authorities of personnel who manage, perform and verify activities having an effect on environmental risks of a Project or Contract's activities, facilities and processes shall be defined, documented, communicated and reviewed on a regular basis.

Each Project or Contract shall appoint a senior manager with responsibility for ensuring that the MJ Church Environment & sustainability Policy Statement and systems are properly implemented and performing to requirements at each relevant function and location.

The Project or Contract's appointed person shall have a defined role and responsibility and authority for:-

- ensuring that the environmental system is implemented and maintained in accordance with this Policy
- ensuring that reports on performance of the environmental system are presented to the management of the Project or Contract for review and as a basis for improvement of the environmental management system
- ensuring that the Project or Contract management team are briefed with regard to environmental issues and any changes in legislation

The Project or Contract lead shall ensure that the appointed person has adequate time, training and experience to carry out these duties along with their other duties.

9.2 Training and awareness

Each Project or Contract shall implement the MJ Church Environment & Sustainability Policy Statement and maintain systems and training to ensure that its employees working at each relevant function and level are aware of:-

- the importance of conformance to the Policy and to the requirements of the environmental systems
- the environmental consequences, actual or potential, of their work activities and the environmental benefits of improved personal performance
- their personal roles, responsibilities and competence needed are in place to achieve conformance to the Policy and to the requirements of the environmental systems
- the human tragedy, environmental damage and financial consequences of breaches of the management system

9.3 Consultation and communication

Each Project or Contract shall implement the Policy to ensure that pertinent environmental information is communicated to and from employees and other interested parties including trade contractors. Employees, or their representatives, shall be:-

- involved in the development and review of policies and procedures to manage risk
- consulted when there are any changes that affect workplace activities represented on environmental matters
- informed as to who is their employee environmental representative and appointed person

9.4 Documentation

Each Project or Contract shall establish and maintain information that:-

- describes the interface between the Policy and any additional Project or Contract requirements and their management systems and their interaction
- provides direction to relevant management systems and processes
- demonstrates active compliance with the environmental documents in the environmental management system

9.5 Operational control

Each Project or Contract shall identify the foreseeable environmental hazards, risks and opportunities associated with its operations and apply control measures as appropriate. The Project or Contract shall plan these activities in order to ensure that they are carried out under specified conditions by:-

- working in accordance with the Policy and procedures
- establishing and maintaining documented procedures to cover situations where their absence could lead to deviations from the Policy and objectives
- stipulating operating criteria in the procedures
- establishing and maintaining procedures related to the identified environmental risks of goods, equipment and services purchased and/or used by the Project or Contract and communicating the relevant procedures and requirements to suppliers and subcontractors
- establishing and maintaining procedures for workplace activities in order to eliminate or reduce environmental risks at source

9.6 Emergency preparedness and response

Each Project or Contract shall establish and maintain procedures and plans to identify the potential for, and responses to, incidents and emergency situations. As part of the continual improvement, they shall be reviewed after the occurrence of every incident likely to result in an emergency situation.

Business Continuity Management Plans are also produced to ensure business continuity following any occurrence that may impact on continuity of the business.

10. Measuring performance

10.1 Performance measuring and monitoring

Each Project or Contract shall establish and maintain procedures to monitor and measure environmental performance. These procedures shall provide for:-

- both qualitative and quantitative measures, appropriate to the needs of the Project or Contract
- monitoring the extent to which MJ Church and the Project or Contract environmental objectives are met
- proactive measures of performance that monitor compliance with the environmental management system, operational criteria and applicable legislation, regulatory requirements and the measures of excellence
- reactive measures of performance to monitor incidents and other historical evidence of deficient environmental performance
- recording of data and results of monitoring and measurement sufficient to facilitate subsequent corrective and preventive action analysis.

10.2 Accident and incident reporting

Each Project or Contract shall establish and maintain procedures for defining responsibilities and authority for:-

- the handling and investigation of accident and incidents with the potential to cause significant loss
- taking action to mitigate significant consequences arising from accidents and incidents
- the initiation and completion of corrective and preventative actions
- confirmation of the effectiveness of corrective and preventative actions taken

10.3 Reporting to MJ Church

Each Project or Contract shall report the following through the MJ Church environmental reporting protocol as set out in procedure

Environmental Performance Monitoring;

- Environmental incidents
- Environmental performance

10.4 Records and records management

Each Project or Contract shall establish and maintain procedures for the identification and maintenance of environmental records, as well as the results of audits and reviews.

10.5 Audits

Each Project or Contract shall establish and maintain an internal audit programme and procedures for periodic environmental management system audits to be carried out in order to:-

- determine whether the environmental management system:
- conforms to planned arrangement for environmental management o has been properly implemented and maintained
- is effective in meeting the Project or Contract's policy and objectives meets the requirements of ISO 14001
- review the results of previous audits
- provide information on the results of audits to management

The audit procedures shall cover the scope, frequency, methodologies and competencies, as well as the responsibilities and requirements for conducting audits and reporting results.

11. Management review

The MJ Church Head of HSE shall review the EMS on an annual basis to ensure its continuing suitability, adequacy and effectiveness and report on their findings to the SLT/ ELT.

The management review process shall ensure that the necessary information is collected to allow the SLT/ ELT to carry out this review. The review shall be documented, and it shall address the possible need for changes to the policy, objectives and other elements of the environmental management systems, in the light of environmental management system audit results, changing circumstances and the commitment to continual improvement.