

Environmental Policy Statement

Effective from June 2025

Review date June 2026

MJ Gleeson PLC is committed to improving its environmental performance and reducing environmental impacts. We build quality affordable homes, where they are needed and for the people who need them the most. We often build on brownfield sites, regenerating land and communities which compliments the surrounding environment. We build homes, we change lives.

We are committed to protecting the environment and preventing pollution through our environmental practices and processes, and we are completely committed in fulfilling our compliance obligations. Our environmental management and performance will continually improve by establishing clear environmental objectives and targets, through ongoing training and awareness across the value chain and through periodic environmental performance review through the Sustainability Committee Team.

Our key environmental focus areas, which align to our most significant impacts are, but not limited to:

- Climate action – reducing scope emissions through;
 - Lifecycle – embodied and in-use emissions of our homes
 - Design & technical innovation
 - Reducing energy consumption across offices and operations
 - Delivering highly energy efficient homes
 - Supply chain engagement
- Waste and Resource Management
 - Reducing waste generated
 - Minimising waste sent to landfill
 - Circular economy
- Water Management
 - Reducing consumption of licenced water used
 - Designing our homes to achieve optimum water efficiency
 - Mitigation, adaptation and resilience to climate related water risk
- Biodiversity
 - Legal & Planning (BNG, species management)
 - Enhancements
 - Engagement

COMMUNICATION OF POLICY STATEMENT

This policy is publicly available on our website and is always accessible to all colleagues through internal information systems.

Any changes to this policy are communicated to all colleagues through bulletins and other appropriate communication methods.

REVIEW OF POLICY STATEMENT

This policy will be reviewed

- At least annually and / or;
- where there is a change in operation or scope which may impact this policy

Signed by

A handwritten signature in black ink, appearing to be 'MJ Gleeson', written over a horizontal line.

Date 09 June 2025