



ESG Policy Statement

This policy applies to JSM Group Holdings Limited, including all UK and International subsidiaries and its personnel.

As a leading provider of integrated utility infrastructure solutions, JSM recognises the importance of Environmental, Social & Governance (ESG) in minimising our impact, enhancing people's lives and the planet, providing good governance and robust assurance ensuring that material risks are well managed. Ultimately this supports our strategic goals to 'Deliver Growth', 'Pursue a Harm Free Future' and 'Build a great place to work.'

JSM has reviewed our material risks and opportunities against the UN Sustainable Development Goals and established an ESG Working Group to identifying improvement opportunities, track and report annually on our progress through a dedicated ESG Annual Report. The following outlines our overarching ESG approach and key policy areas, managed through the implementation of our Integrated Management System (IMS).

Environmental: JSM is committed to minimising the impact on the environment, locally, nationally and globally. We consider both direct and indirect impacts throughout supply chain with robust targets for continuous improvement. We also recognise the potential to unlock business value from our operations by reducing resource use and waste in all its forms as well as supporting clients with ecological and biodiversity enhancements. Our key policy areas are:

- Environmental Protection
- Carbon Management
- Ecology & Biodiversity
- Waste Management
- Responsible Resource Use

Social: JSM is a people business committed to continuous learning and development of our employees, equality, diversity & inclusion, active community engagement and delivering real social value. Our key policy areas are:

- Health, Safety & Wellbeing
- Learning & Development
- Equality, Diversity & Inclusion
- Modern Slavery
- Community Engagement
- Social Value
- Ethical Procurement

Governance: JSM is committed to deliver on our stakeholder commitments to our stakeholders through an effective system of internal control, risk management and governance, encompassing our own operations and those of our supply chain. We set clear ethical and legal expectations and behaviours, supported by robust assurance that we do what we say we do to build trust and business value benefiting our clients, employees, suppliers and investors. Our key policy areas are:

- Enterprise Risk Management
- Information & Data Security
- Anti-Bribery & Corruption
- Quality Management
- Supply Chain Management

JSM commits to reviewing this policy annually or following significant organisational or legislative change.

Michael Booth
Chief Executive Officer

Date: 1 November 2025

End of Document

Issue Level: JSM Group Holdings