

Climate Change Policy

1.0 Introduction

Hampsey Ltd recognises the impact that its existence has on the natural world and the climate and also recognises the wider importance of sustainability in construction.

With this in mind, Hampsey Ltd is committed to becoming a carbon-neutral company and sets out, in this policy, that we will strive to become carbon-neutral by 2035 – with a reduction in carbon emissions of 70% to be achieved by the end of 2030.

This policy will set out 9 objectives that the company commits itself to reduce its carbon emissions along with other details regarding the collecting and reporting of emissions data and how progress will be reported.

1. As a consumer of concrete, Hampsey Ltd is one of many contributors to the 8% of global emissions that the cement industry alone is responsible for. We recognise that if humanity wants to reach net-zero carbon by 2050 then we have a significant part to play, as a company, in reducing emissions.
2. The Company commits to peaking carbon emissions as soon as possible (based on 2020 levels).
3. The Company commits to reducing carbon emissions by 70% – from 2020 levels – by 2030.
4. The Company commits to becoming carbon-neutral by 2035.
5. The Company commits to reporting its carbon emissions and the progress made to reduce them at least annually and, where possible, every six months from 2021.
6. The Company commits to reviewing this policy yearly in order to implement more ambitious targets where reasonably practicable.

2.0 Net Zero Plan

2.1 Paperless

1. Hampsey Ltd is committed to reducing its paper consumption to zero or as close to zero as is reasonably practicable.
2. The Management will develop and implement a programme designed to adjust employee's behaviours in order to help the company meet its goal of being paper-free. This will include, but is not limited to:
 - Encouraging employees to work electronically wherever possible to avoid the need for printing.
 - Only accepting electronic copies of documents such as invoices, forms and any other documentation wherever practicable.
 - Ensuring that employees and on-site operatives make full use of the cloud storage system so as to avoid paper copies and filing.

2.2 Recycling

1. Hampsey Ltd is committed to recycling all waste as is reasonably practicable. This includes waste produced in offices, on sites and at our Lancaster yard.
2. Waste that is to be recycled includes all domestic-type waste, such as small plastic items, and commercial waste such as that arising from construction activity.
3. At every available opportunity, Hampsey Ltd will seek to avoid sending waste to landfill.

2.3 Transportation and Company Fleet

1. The Company commits to replacing its company car fleet with electric alternatives by 2030.
2. Hampsey Ltd commits to encouraging employees to adopt more sustainable travel methods. Where travel expenses form part of an employee's remuneration, Hampsey Ltd will subsidise commuting/business travel that is via public transport and/or electric car (excluding hybrids) whilst ending subsidised travel via unsustainable means such as combustion cars.
3. In the next two years, the Company will phase-out the offering of paid travel expenses to employees who travel via unsustainable methods such as internal combustion-powered vehicles.

2.4 'Green Tenders'

1. Hampsey Ltd will aim provide two tenders for all projects that we have been invited to price. One tender will be the usual tender that follows the same methodology and includes common materials as they currently do, the other will be a 'green' tender that is priced using only the most environmentally-friendly materials and equipment.
2. 'Green' tenders will include provision for more sustainably produced concrete, more environmentally-friendly materials and products from supply chains that are environmentally sustainable.

2.5 Sustainable Equipment

1. As part of the 'Green' tender initiative, Hampsey will seek to use only the most environmentally-friendly plant and equipment on its sites where reasonably practicable.
2. Where sustainable plant and equipment can be used at no extra cost, this will be standard practice and, where it will cost noticeably more, the price will be included in the 'Green' tenders.

2.6 Carbon Accountability

1. From 2021, all employees will be required to report their work-related mileage whether they drive a company vehicle or personal vehicle with the aim of this being to help the company measure carbon emissions more accurately.
2. It is important to note that this policy is not to stigmatise employees but to aid the measurement of carbon and to help them understand their role in the wider fight against climate change.
3. Accountability will also extend to employees carrying out their duties with the aim of helping them understand what effect their actions/behaviour may have on pollution and how they can make small changes to reduce their emissions. This includes actions such as the use of fuel and power on-site and how to make use of polluting resources more sustainably.

2.7 Local Focus

1. From 2021, Hampsey Ltd commits to using the most local labour and suppliers wherever reasonably and financially practicable. The aim of this policy is to reduce the emissions from labour commuting to the site.
2. Only once all local options have been exhausted will the search for labour and suppliers be widen — loosely following the path of searching in the following order:
 - Local town/city;
 - Local county;
 - Local region.
3. If labour has to be sourced from outside the local area and public transport connections are less than satisfactory, Hampsey Ltd will work to ensure that can travel to site in a sustainable way.

2.8 Supply Chain

1. Hampsey Ltd will aim to carry out a review of its supply chain to measure its compatibility with our climate change goals.
2. Where suppliers are found to not align closely enough with these goals, we will lobby them to improve their practices in an effort to improve the sustainability of the supply chain.
3. If suppliers refuse to adopt more sustainable practices then the Company will consider alternative suppliers in order to meet our climate change targets.

2.9 Education

1. Hampsey Ltd will aim to educate employee's awareness of the issues the humanity faces and how they can make changes for the benefit of the planet in both their working and professional lives.

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2. The programme will focus on the actions that individuals can take to reduce emissions – actions that range from small things like ensuring electronics are switched off when not in use to larger actions such as switching to electric cars.

This Policy will be reviewed and updated as necessary on at least an annual basis. Accountability for the compliance of this statement rests with the Managing Director.



Greg Hampsey
Managing Director
Hampsey Ltd

1st December 2025