

Group Sustainable Transport Policy Statement

Willmott Dixon is a privately-owned contracting and interior fit-out group. Founded in 1852, and with a strong family ethos, it is dedicated to leaving a positive legacy in communities and the environment. Its purpose is to deliver brilliant buildings, transform lives and enhance the environment to ensure the world is fit for future generations.

Our Now or Never sustainability strategy outlines our key ambitions to eliminate fossil fuels from business operations and become a zero-carbon company by 2030, such that we no longer need to offset our unavoidable carbon footprint. The nature of our business means that our people need to travel for work and therefore vehicle selection and sustainable travel planning play a significant role in ensuring our people's health and wellbeing whilst also aligning with our values and ambitions.

Willmott Dixon has adopted Science Based Targets aligned with the most ambitious aim of the Paris Agreement, to limit global temperature rise to 1.5°C above pre-industrial levels which will help us achieve zero-carbon in our operations and deliver a greener, more sustainable zero carbon future.

Now or Never sets out our key targets for sustainable travel:

- 100% electric fleet by 2030
- Reduce absolute mileage by 65% by 2030 from a 2018 baseline

To deliver these targets we will:

- Encourage and support opportunities for homeworking, flexible and agile working
- Provide virtual meeting facilities such as video and teleconferencing
- Implement and operate a new car scheme allowing our people access to a wide range of low carbon emission vehicles
- Operate a carbon emissions cap for all vehicles driven on company business
- Incentivise selection of ultra-low carbon emissions vehicles through 'Green Bonus' payments
- Install electric vehicle charge points at all our offices and construction sites
- Encourage and incentivise our people to install home electric charge points
- Reward car sharing via reimbursements to both the driver and passengers
- Support our people to drive more safely and efficiently through e-learning modules
- Incentivise walking and bicycle use for commuting and business travel through mileage reimbursement and utilising schemes such as Bike4Work
- Measure and report mileage and emissions through our Annual Report & Accounts and our Sustainable Development Review
- Ensure commuting and business mileage distances are considered when recruiting and deploying our people
- Promote the sustainable travel hierarchy to encourage low carbon travel

These actions are supported by a range of policies and procedures within our integrated management systems which are published for our people via our 'Hub' intranet.



RICK WILLMOTT
Group Chief Executive
WILLMOTT DIXON HOLDINGS LIMITED

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