

VINCI FACILITIES ENVIRONMENTAL ACTION PLAN



WE ALL HAVE A PART TO PLAY TO PROTECT THE ENVIRONMENT

2

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Objectives

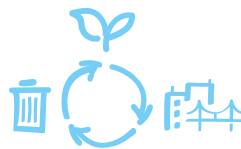
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Acting for
the climate



Circular economy



Preserving natural
environments



EXECUTIVE SUMMARY



Paul Cottam
Managing Director,
VINCI Facilities

In accordance with our vision, we have sought to influence and collaborate with our stakeholders to move to a leading position in our sector. This action plan will provide our teams with the knowledge and provide clarity on our proposed actions and targets.

This action plan has been developed to clearly articulate what actions we will be taking over the short and long term to address our environmental ambition. (Acting for the Climate, Optimising Resources through the circular Economy, Preserving Natural Environments and supporting a sustainable lifestyle).

Business leaders increasingly recognise the importance of sustainability in driving a long term force for good, ethically, environmentally, socially and economically. This will also include the embedding of the PAS 2080 framework promoting a carbon reduction culture throughout VINCI Facilities.

Adherence to the UN sustainable goals and targets from our parent company, VINCI SA require us to plan and demonstrate how we are going to achieve these. Demonstration of our progress in the form of ESG disclosures through performance data of our sustainability KPI's. further evidence on how it is being embedded in our

culture, is visible through our implementation into our operations, our environmental scored visits ,supply chain partnerships, training programmes, actions and events.

We are also working with various external bodies such as the Supply Chain Sustainability School and SFMI for external verification of our sustainable output to give transparency and authentication. Our business responsibilities now form a more integral part of our operations, embedding them into our action plans and into our behaviours, focusing our operational teams and our supply chain on their impact.

This action plan looks to identify the importance of the targets set by within the context of VINCI Facilities and identifies and prioritises actions.

Specific action plans will be reviewed annually with Senior Management and supported by appropriate resources to ensure positive action.

This roadmap gives a comprehensive overview of our sustainable ambition, enabling you to share with our key stakeholders and drive a force for good in our mission to create and maintain great places to live and work, delivering our operations in a responsible way ,ensuring we understand our impact on the environment, our communities and our teams.

INTRODUCING OUR ENVIRONMENTAL AMBITION ROADMAP

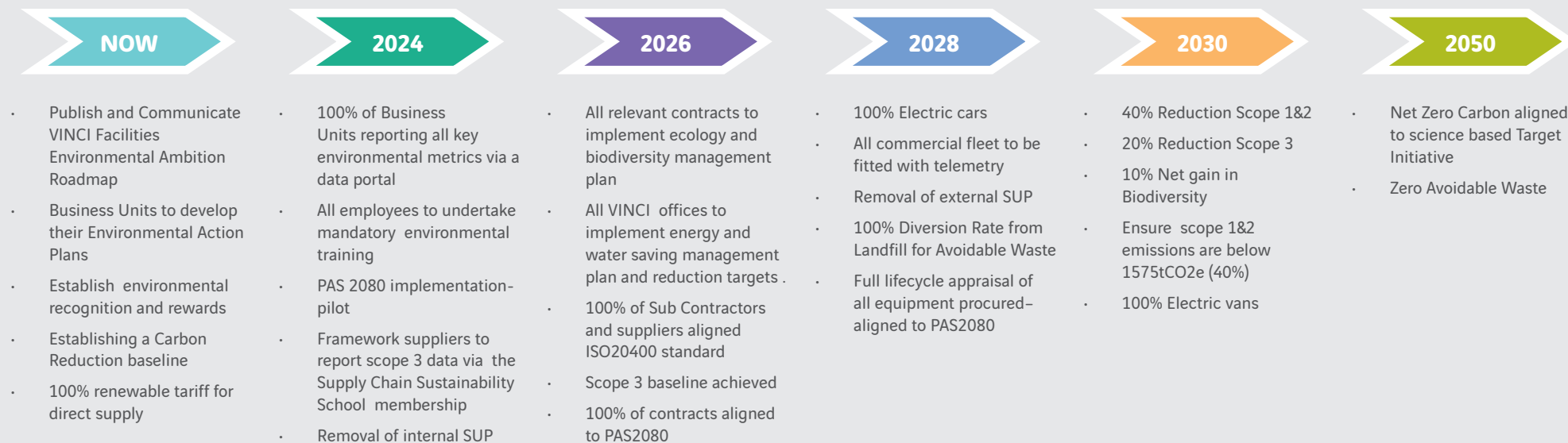
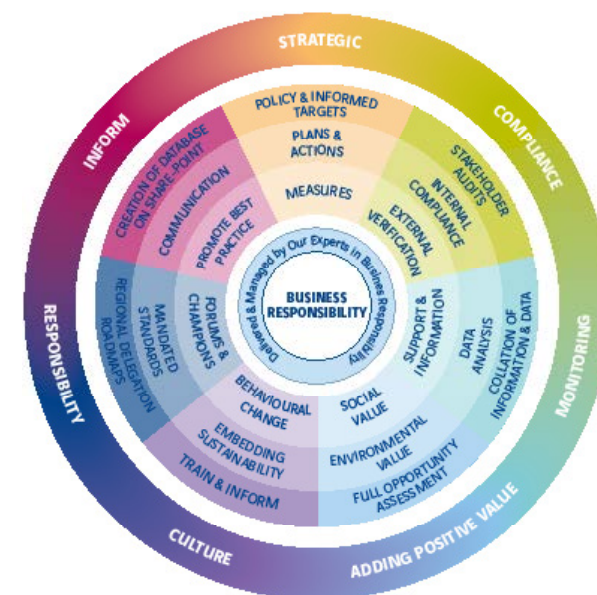
Our vision is to be regarded by all our key stakeholders as the leading and trusted expert in the responsible management, operation and adaptation of the built environment.

In order for our customers to trust we can manage their assets in the most responsible manner we need to **demonstrate leadership** through our own actions.

The protection of the environment is now paramount to many of our stakeholders. Through this plan we have identified a range of qualitative and quantitative actions that we can take to reduce our impacts, and have identified areas of improvement and additional research.

The success of this plan will be driven by the Business Responsibility and Net Zero Teams through collaboration with our projects, clients and supply chain and will be measured and updated to ensure that we are on target to meet our key objectives illustrated in the timeline below.

The plan is separated into four sections each with its own defined objectives and targets. The first three outline the core business ambitions: Acting for the Climate, Optimizing Resources through the Circular Economy and Preserving Natural Environments. The final section relates to Governance and Culture, which is extremely important to ensure the delivery and success of the plan.



COLLABORATION WITH OUR STAKEHOLDERS

CUSTOMERS

Influence our customers, supporting with our expertise and resource to collaboratively create a plan that defines tactics that contribute to the joint strategic objectives and enables our clients to achieve their net zero targets.

TEAM

Our Environmental leads educate, support and measure the environmental impact of our Teams enabling them to support both our clients and supply chain partners enabling them to take ownership of carbon management and work collaboratively towards our collective environmental ambition.

ENVIRONMENTAL LEADS

Determine policy, compliance, strategy and objectives, support and sharing of information and best practice cascaded throughout the projects and with our supply chain with the common aim of net zero carbon. Educating and encouraging our Teams to achieve the key objectives in the environmental plan.

SUPPLIERS

Influence and support our Supply Chain Partners through our partnership with the Supply Chain Sustainability School where we enhance their knowledge and understanding and enable the calculation of their carbon impact. Working with suppliers towards ISO 20400 standard and PAS 2080 to support emissions reduction and follow 'best practice'.

COMMUNITY

Influence and support our Supply Chain Partners through our partnership with the Supply Chain Sustainability School where we enhance their knowledge and understanding and enable the calculation of their carbon impact. Working with suppliers towards ISO 20400 standard and PAS 2080 to support emissions reduction and follow 'best practice'.





ACTING FOR CLIMATE

Our Acting for Climate ambition is centered around our target for 2030 which requires a reduction of our Scope 1 and 2 emissions by 40% from our fuel consumption and a 20% reduction of Scope 3 emission in our supply chain against a 2019 baseline.

These are challenging but aspirational targets which are underpinned by specific KPI's aligned to the Science based targets ambitions set by the parent company in order to achieve Net Zero by 2050.

The built environment accounts for 40% of global emissions Our Clients are challenged by the need to decarbonize .Our role is to support and utilize our expertise in working in partnership with Clients to reduce their reliance on fossil fuels with the introduction of new

technology, to develop energy efficient buildings utilizing the GHG reporting framework to identify targets objectives and cost reductions as key reporting matrixes that work towards achieving the target of net zero by 2050.



SUSTAINABLE DEVELOPMENT GOALS

7 AFFORDABLE AND CLEAN ENERGY



We purchase all our office energy from 100% renewable energy sources and in the longer term will investigate the options to generate our own energy across our main office locations.

11 SUSTAINABLE CITIES AND COMMUNITIES



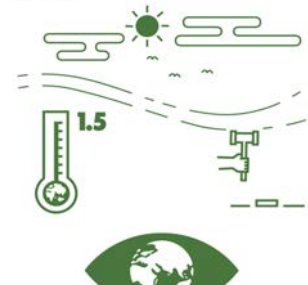
The decarbonization of our fleet will contribute to the reduction of air pollution in urban areas positively impacting on the communities who live and work there.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



By leveraging our relationships with key suppliers we will investigate manufacturing methods and materials that lower carbon emissions, water use and minimise waste generation.

13 CLIMATE ACTION



Climate action is multi-faceted and as a business we outline actions to contribute to reductions across all areas of our business.

SCOPE 1&2

Across VINCI Facilities our most significant contribution to our carbon footprint is through the use of our commercial fleet and business mileage, together representing circa 95% of our total internal footprint. The remaining 5% is made up of contributions from gas use across our static premises and the use of gas oil across our building solutions and facilities management projects. Calculations are in accordance with the greenhouse gas protocol and utilize appropriate conversion factors from Defra.



To deliver sustainability training to all grades to enable an environmental awareness in all of our Teams. Empowering them to deliver the environmental action plans and understand their Impacts.



De-carbonize our fleet by migrating to an EV fleet, or utilizing alternative technology for all cars and vans by 2030 with charging points available at all VINCI offices



Carbon and water Foot printing at all VINCI offices, identifying energy saving initiatives and creating an investment programme to de carbonize our buildings by 2030

► OUR CHALLENGES

Our Teams:

- Greater collaboration with Fleet to ensure that the EV's supplied are fit for purpose and greater support and information is given when converting to EV.
- Increased awareness required by our employees on the impact of driving diesel and petrol cars on the environment and its impact on the health of our communities

Our Customers

- Enabling our Teams to utilize existing charging facilities or for us to install charging to reduce downtime
- Clients acting on our energy and water saving initiatives.

► OUR PROGRESS

- Energy procured directly for our offices is 100% certified renewable energy and therefore has a zero contribution to carbon
- Out of a total of 348 cars in the VINCI Facilities fleet 136 are EV
- Out of a total of 77 small vans in the VINCI Facilities fleet 27 are EV
- Out of a total of 207 large vans in the VINCI Facilities fleet 61 are EV
- Successful carbon reduction programs for our clients such as Smyths Toys & E&I, Welsh Government
- Asset optimization work for our clients by our asset management team.



SCOPE 3

According to Deloitte, the majority over 70% of any industry's emissions comes from the supply chain. Due to the nature of our works and the level of subcontracting, this is a vital challenge for VINCI Facilities to consider.

The measurement and identification of Scope 3 emissions is divided into 15 categories, out of which 8 are applicable to VINCI Facilities. We have upgraded our membership with the Supply Chain Sustainability School to provide free access to the Carbon Reporting Tool to our supply chain in order to obtain a baseline for scope 3 emissions. We aim to educate, collaborate and innovate alongside our supply chain to reach ISO20400 and PAS2080 Standards of operation, aligning with the wider VINCI Sustainability agenda and embedding sustainability considerations into procurement processes and procedures.



The training and understanding of importance of PAS 2030 and ISO 20400 in the procurement of goods and services as part of our carbon reduction objectives by our Teams



Adoption of the Supply Chain Sustainability School carbon calculator by all tiers of our supply chain by 2025 enabling us to track our reduction targets framework suppliers to distinguish a scope 3 baseline



Development of the supply chain compliance matrix to ISO20400 standard in order to enable best practice, collaboration and innovation

► OUR CHALLENGES

Our Suppliers:

- Getting our sub contractors and suppliers to join the Supply chain sustainability school and complete the training modules
- Encourage framework suppliers to collate and report emissions data. Supplying in accurate data. For our scope 3 measure

Our Teams

- Failing to use the compliant suppliers

► OUR PROGRESS

- In 2023 we began aligning our activities with ISO20400 – Sustainable Procurement with a view to addressing decarbonization, circularity and biodiversity. A compliance matrix was created and trailed with our framework suppliers assessing their compliance to ISO20400 and supporting them their de carbonization journey through our partnership with the Supply Chain Sustainability School. In Providing training, resources and a scope 3 carbon calculator.



ROADMAP GOING FORWARD



MILESTONE & TARGETS-ACTING FOR THE CLIMATE

OBJECTIVE	TARGET	2024	2026	2028	2030
NET ZERO BY 2050	40% Reduction of Scope 1 & 2	16%	24%	32%	40%
	20% Reduction of Scope 3	5%	10%	15%	20%
DECARBONIZE	100% of company cars, to be non-fossil fueled	60%	80%	100%	
	Fleet	30%	50%	70%	100%
PROJECTS & OFFICES	All VF owned sites to enable EV charging	100%			
	All direct purchased electricity will be sourced from renewable tariff	100%			
	All projects and offices reporting Scope 1 & 2 (including free supply) monthly	100%			
	All VINCI Offices to have an EMP & Water saving plan in line with the Energy Bureau operating practices	100%			
EMPLOYEES	All VINCI Employees to have undertaken the Bronze Sustainability Training Programme	100%			
SUPPLY CHAIN	Framework suppliers to sign up to the Supply Chain Sustainability School and complete mandated	35%	70%	100%	
	Training and scope 3 measurement	50%	100%		
	Embedding PAS 2080 into the low carbon procurement criteria to all existing and new agreements	50%	75%	100%	
	Pilot of top spend, waste suppliers & high carbon intensity by activity suppliers and sub contractors to be measured on ISO 20400 compliance matrix		100%		
GOVERNANCE	Working to embed PAS 2080 into our operational delivery by carrying out an assessment and gap analysis	100%			
	All projects to be measured for compliance ,reporting and best practice				

CASE STUDY

SMYTHS TOYS

Reducing Energy Consumption

Harnessing the specialist expertise of its in-house Net Zero Utilities Management team, VINCI Facilities has collaborated with Smyths Toys to develop a sector-leading environmental behavioural programme. Key to this was VINCI Facilities' development of a range of unique tools designed to create energy savings through efficient operating practices, online training and ongoing monitoring and analysis of energy data.

Following a one-year pilot scheme at eight stores, the team conducted a three-month development phase to prepare for the full roll-out to 100+ stores. The first two years of the full programme are now complete and have achieved exceptional results. This led to Smyths Toys embarking on year three, which will see further efficiencies targeted and new stores added.

- Training guides: VINCI Facilities developed bespoke training guides for managers and non-managers, tailored to the specific responsibilities of each group.
- Staff incentives: To bolster engagement, Smyths Toys has issued financial incentives for staff members who exhibit the most effective energy saving behaviours.
- League table: To stimulate and maintain positive action, VINCI Facilities' team runs a league table that ranks each store and region based on the energy savings achieved.

KEY RESULTS FOR YEARS 1 & 2

400+

*Managers trained
across 100+ stores*

£800k

Saved over two years.

YEAR 1: Energy and carbon savings of 7.5% against baseline.

YEAR 2: Energy and carbon savings of 6.5% against baseline.



CASE STUDY

DECARBONIZATION OF OUR FLEET

TO DATE WE HAVE PUT 46 CHARGING POINTS
AT VINCI OFFICES

39%

*of our company cars
are now EV*

35%

*of our small vans
are EV*

30%

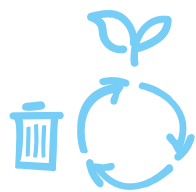
*of our large vans
are EV*



In 2020 a long term climate mitigation investment strategy was created to decarbonize our fleet and transition to EV. The investment was to cover the additional cost of EV (up to 30% higher than comparative diesel or petrol) and to install charging points in all VINCI offices. This was to address our scope 1&2 carbon emissions of which our fleet contributed 95%. Moving from the combustion engine has additional community

benefits in the reduction of volatile organic compound particulates which cause air pollution and impact on our health. Fleet are continually monitoring data produced, utilizing it to provide transparency in the reduction in our fleet carbon emissions. They are working with manufacturers as they release new vehicles with greater mileage capacity





OPTIMIZING THE CIRCULAR ECONOMY

Our Circular Economy ambition builds upon waste management practices of reduce, reuse and recycle with the aim to promote resource efficient actions that minimise the consumption of raw materials and waste disposal.

VINCI Facilities has always been focused on reducing waste. However, recent years has seen a change from a linear model, towards a 'circular economy', where materials are regenerated and flow around a closed loop system rather than disposal. We have adopted this model due to the increasing body of evidence that shows that there are strong financial drivers for a Circular Economy Model, as well as both environmental and social benefits. For example, plastic is a highly visible waste stream. The challenge is that much of the plastic we receive is not readily recycled therefore we need to take urgent action with our supply chain to minimize the use of single use plastic.

Our facilities management and building solutions teams have a central role to play in influencing client choice to support the circular economy.

Waste reduction and diversion from landfill has always been a key environmental metric that was requested at tender stage, and something that at VINCI Facilities we have worked with our supply chain to improve over several years, by the classification of waste contractors by their landfill diversion rates.

The choice of waste management contractor has a significant part to play as well as space available of projects and the education of the project teams to

understand appropriate waste segregation activities. Over recent years, we have been selecting our partners based upon wider sustainability impacts, and Recycling Lives is now one of our preferred waste contractors.

Collaborating with the supply chain will be key to delivering a wider SUP/packaging waste reduction plan, and any collaborative action could potentially follow the principles outlined in the plastics pledge3, Plastic Pact4 or similar and link to sustainable procurement activities driven through ISO 20400 - Sustainable procurement .

SUSTAINABLE DEVELOPMENT GOALS

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



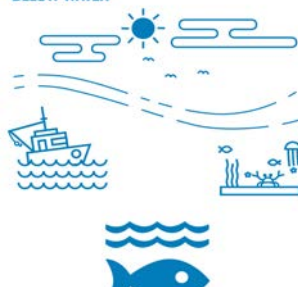
We will seek and promote Innovations and new technologies, enabling the efficient use of low carbon resources.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Through our sustainable procurement processes aligning to ISO20400 and PAS2080. We will monitor throughout the lifecycle of a project. Focusing on reducing our consumption and waste patterns towards a more sustainable future.

14 LIFE BELOW WATER



The responsible disposal of waste and avoidance of waste, in particular plastics, prevents aquatic pollution. We continue to share best practice and strive to eliminate single use plastics from our activities.

15 LIFE ON LAND



Preserving and protecting woodlands and forests are key to supporting net zero carbon goals biodiversity and wellbeing. We will procure only certified sustainable timber, and support life in our reduced use of resources.



To deliver sustainability training to all grades to enable an environmental awareness in all of our Teams. Empowering them to deliver the environmental action plans and understand their Impacts



Optimize the use of WARPIT to all VF projects in facilitating the reuse of potentially waste materials and equipment that would otherwise end up in landfill. Target a 25% uptake tear on year.



Goods purchased to have a recycled content of 25% or more to include Uniforms, packaging, equipment.



Single Use Plastic (SUP) reduction programme with the aim of no SUP in our contracts working with Supply chain to ban it from our supply chain led by VINCI Clean in the removal of SUP in cleaning products.



Scored waste contractors in the sustainability matrix to highlight the contractors with the best landfill diversion rates and recycling schemes, by 2024 and reviewed annually.



VF workwear to be collected and either re purposed centrally or recycled into other goods.2024



Reduction in waste intensity by repurpose and recycling the raw components. Working with our supply chain to eliminate unrecyclable goods. Target to reduce our intensity metric to be less than 15t/£1m by 2028.

► OUR CHALLENGES

Our Teams:

- Failure to implement PAS2080 carbon reduction principles on the lifecycle of goods procured .
- Sites not using WARPIT for the re use of unwanted equipment and materials
- Sites not implementing a waste reduction plan which should include the removal of SUP

Our Customers

- Clients not taking responsibility in their consumption levels which impact on the waste reduction plans

► OUR PROGRESS

- In 2019 MyPledge was launched, driving action from employees on a personal level, to remove plastic from their lives
- The drive to remove single use plastics (SUP) from our cleaning consumables with the use of the Innovation in powder sachets in the Eco One range and the use of Ozonated water.
- The procurement of Workwear with a recycled content
- VINCI Facilities's ability to influence and support the transition to the Circular Economy has grown over the years as demonstrated by our increased average waste diversion rates in 2019 from 94.47% to 95.59% in 2022.
- The direct procurement of recycled materials has grown at the same time from 8% to 15%.
- Scored matrix of all the main waste contractors ,illustrating their compliance to ISO20400 and a Duty of Care audit.

ROADMAP GOING FORWARD

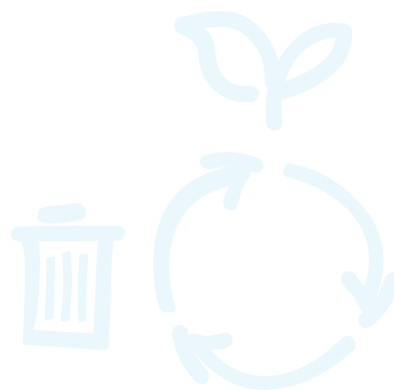


MILESTONE & TARGETS - OPTIMIZING THE CIRCULAR ECONOMY

OBJECTIVE	TARGET	2024	2026	2028	2030
WASTE REDUCTION AND LANDFILL DIVERSION	Utilizing the supply chain matrix to highlight the waste contractors with the best landfill diversion and recycling to achieve zero waste to landfill by 2030	93%	94%	99%	100%
	Waste reduction targets on all projects to give year on year reductions and reduce our waste intensity	18t/£1m	17t/£1m	15t/£1m	13t/£1m
RECYCLING	All Projects to utilize their Waste Management Plans working with customers to reduce and repurpose waste	100%			
	Utilizing WARPIT to repurpose materials, equipment and furniture across all projects.	25	50	75	100
	Uniform scheme to re use and recycle all uniform to be implemented with zero to landfill.	100%			
SUPPLY CHAIN	All goods procured to have a recycled content where possible. Working with innovative suppliers .	Year on Year Increase			
	Removal of all SUP fin our contracts through a policy that bans it from our supply chain	30%	60%	100%	
	All procurement leads to purchase focused on lifecycle ,repair and recycling compliance to PAS 2080	Year on year increase			
	All procurement activity to be compliant to ISO 20400 with suppliers assessed via the sustainable procurement matrix	50%	100%		
	Implementation of PAS 2080 in procurement to embed the circular economy lifecycle principles	100%			
EMPLOYEES	All employees to undertake waste training and to understand the circular economy model	100%			
GOVERNANCE	Duty of care Inspections to be undertaken on all National Waste suppliers	100%			

CASE STUDY

VINCI CLEAN REMOVAL OF SINGLE USE PLASTICS



Why are we moving to sachet cleaning?

Whilst we often believe that our plastic is recycled in reality this is not the case. It is estimated that only 12% of our plastics in the UK are recycled. The rest is either exported to other countries, Incinerated or sent to landfill. The use of plastic has several disadvantages such as:

- Lengthy decomposing times. Some plastics may even take 400 years or more to completely decompose.
- Producing plastic is done using a variety of toxic chemicals and colours. This can cause harm to the environment.
- Heavy use of plastic increases the pollution in the environment. Since most of the waste lands up in the oceans.
- Harmful to aquatic life as well.

The burning of plastic releases toxic materials into the environment.

Therefore its important that we do what we can to eliminate the use of single use plastics in everything we do.

Benefits of using Sachets:

To help with this we now have a sachet cleaning product that eliminates the use of single use plastic whilst having other benefits such as:

- Reduce carbon footprint by 95%
- No single-use plastic
- Non-Hazardous once diluted
- Reduction in packaging
- Reduces waste





PRESERVING NATURAL ENVIRONMENT

Improving the natural environment in our projects and for local communities and will be achieved through the creation of a Biodiversity net gain plan and the use of the VINCI Facilities environmental catalogue which shares best practice and resources from other projects.

By ensuring the preservation of the natural environment through the education to our people and customers is vital to empower our stakeholders to make better informed decisions.

In with our vision to be a responsible organisation we will continue to strengthen the guidance and auditing of our activities to ensure we continue to improve and reduce any risks associated with our activities through the implementation of our environmental management plans and scored visits.

We seek to maximise efforts to halt biodiversity loss and minimise water stress through our procurement activities, our direct actions and our ability to influence the choices of our customers.

Project level attention on the identification and mitigation of biodiversity risk has increased along with the publication of a biodiversity plan to enhance the contract in collaboration with our clients

All contracts are responsible for minimizing pollution and natural resource consumption, whilst ensuring impacts on ecology and biodiversity are appropriately managed. Having gained legal prominence, delivering Biodiversity Net Gain will offer an opportunity to enhance our services and adjust our activities to consider the best outcome for local ecosystems.

Going forward, we will engage with clients and stakeholders to understand how local contracts can

support the delivery of biodiversity commitments.

Our measurement and visibility of water consumption requires development to accurately monitor the water resources we rely on and to minimise water stress in the communities we work within. Business Units will develop monitoring tools and processes that will be integrated into their operations to determine their water sources and ways to improve their efficiency. This will go hand in hand with identifying the opportunities that reduce potable water consumption and adopting solutions such as water recycling, rainwater harvesting and/or surface water capture

SUSTAINABLE DEVELOPMENT GOALS

3 GOOD HEALTH AND WELL-BEING



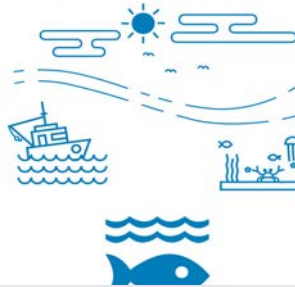
By ensuring we procure responsibly, we will minimise vehicle emissions, and reduce deforestation. By the implementation of Biodiversity initiatives in our Projects we will positively impact the communities in which we work

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We continue to promote the efficient use of water within our projects and to minimise water stress in the procurement of water efficient equipment

14 LIFE BELOW WATER



The responsible disposal of waste and avoidance of waste, in particular plastics, prevents aquatic pollution. We continue to share best practice and strive to eliminate single use plastics from our activities, preventing the plastic pollution in our rivers and oceans

15 LIFE ON LAND



Biodiversity is on a decline, to and we seek to limit our use of natural resources that could contribute to biodiversity loss and support natural habitats to encourage biodiversity to flourish.

PRESERVING NATURAL ENVIRONMENT



To deliver sustainability training to all grades to enable an environmental awareness in all of our Teams. Empowering them to deliver the environmental action plans and understand their Impacts



Identification of Biodiversity enhancement as part of the Social Value calculator. Developing a measure to identify a 10% net gain.



Environmental Impact planning to mitigate the risk of any environmental harm that could occur as a result of our activities



Procurement of high efficiency water handling equipment.



Waterfootprint to be created and implemented at all locations to identify water consumption and efficiency measures.



Use of the Environmental Initiatives Catalogue to record and cascade Biodiversity best practice initiatives throughout VINCI Facilities

► OUR CHALLENGES

Our Teams:

- Failing to identify Biodiversity enhancement as a priority
- Teams failing to understand the impact of their actions or those of their subcontractors on the Biodiversity of the site

Our Customers

- Not valuing the benefits of enhanced Biodiversity on their sites as a priority
- No funding to develop Biodiversity on sites

► OUR PROGRESS

- Through our Sustainability scored visits we have recorded and shared Best Practice enabling sites to enhance their levels of Biodiversity with the additions of beehives, bird, bat and insect houses. The creation of wildflower meadows, hedgerow planting to replace fencing.
- The creation of a catalogue to record all of the Biodiversity ideas and best practice



ROADMAP GOING FORWARD

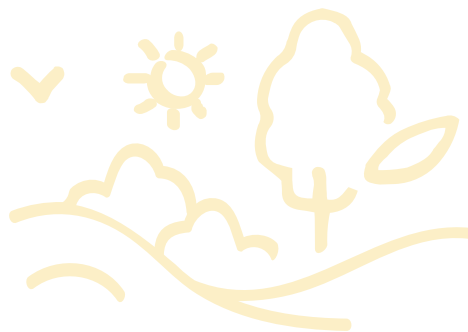


MILESTONE & TARGETS - PRESERVING NATURAL ENVIRONMENT

OBJECTIVE	TARGET	2024	2026	2028	2030
REDUCE WATER CONSUMPTION	Establish a water baseline from actual or estimations and record water useage monthly.	100%			
	All VINCI owned offices to iidentify water saving initiatives such as nstall rainwater, greywater and reuse water harvesting system		100%		
	All projects to undergo a water footprint to identify locations of consumption and to identify areas of reduction	50%	100%		
	Zero Environmental Incidents	0	0	0	0
AVOID DAMAGE TO NATURAL ENVIRONMENT	Increase number of near miss and positive observations made for Environment	Year or year increase	Year or year increase	Year or year increase	Year or year increase
	Each Business Unit to complete environmental supply chain audits for key suppliers and subcontractors	2 per BU per year	2 per BU per year	2 per BU per year	2 per BU per year
	Share best practice via Sustainable scored visit and site improvement plans	1 per project per year	1 per project per year	1 per project per year	1 per project per year
MAXIMISE OPPORTUNITIES FOR BIODIVERSITY IMPROVEMENTS	All projects managing green estates to implement an ecological and biodiversity plan that will enhance biodiversity .	100%			
	Establish a measurement for Biodiversity net gain on all green estate contracts by 2030				
ENVIRONMENTAL CULTURE	Biodiversity enhancement plan that impacts on the wellbeing of the local community	1 per BU per year	1 per BU per year	1 per BU per year	1 per BU per year

CASE STUDY

WELSH GOVERNMENT CONTRACT



In line with VINCI Facilities Environmental Ambition, the Welsh Government contract based out of the Aberystwyth, Llandudno and Merthyr offices have developed many environmental initiatives which go above and beyond the Mandatory Environmental Standards requirements.

Furthermore, the site's environmental practice extended beyond this with the sites using unused pallets to make insecthouses, birdhouses, improving the biodiversity of the site that are situated in the site's well-being areas as well as donating them to the local allotments.

The biodiversity of the sites is excellent in demonstrating a 10% net gain with beehives managed by VINCI

Operatives and producing VINCI Honey. Bat boxes, and species specific bird boxes have been put up. Pond areas created and species introduces such as smooth newts.

Green walls have been installed on the sites with rainwater harvesting and solar run pumps used to water. Areas where bat boxes have been pointed out to staff and subcontractors so that they are aware of the precautions that need to

be taken when working in those areas, with non-herbicide alternatives in the form of salt and vinegar-based solutions also being used to manage on site weed control.

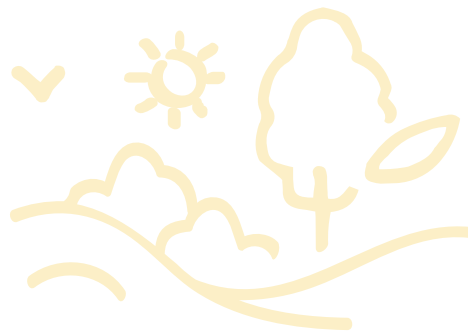


CASE STUDY

WORKPLACE IN BLOOM

A competition was held in the Summer of 2023 to develop the understanding of potential biodiversity enhancement and harness the creativity of our teams in creating their workplace in bloom entries. They were asked to support local biodiversity and create places to relax and connect with nature, which enhanced the site.

The use of recycled materials was encouraged in the form of planters, pots and furnishings.



ROADMAP GOING FORWARD



MILESTONE & TARGETS - PRESERVING NATURAL ENVIRONMENT

OBJECTIVE	TARGET	2024	2026	2028	2030
UPSKILL AND TRAIN EMPLOYEES AND SUPPLIERS ON ENVIRONMENT	VF to develop and publish a training matrix of relevant training for employees	100%			
	EV Driver training and Battery Management		100%		
	MY Pledge to be completed by all new employees and suppliers	100%			
	All employees to complete VINCI Environmental Ambition training	100%			
DEVELOP AND IMPROVE ENVIRONMENTAL MANAGEMENT SYSTEMS	Site Sustainability visits to be completed on each project annually	100%	100%	100%	100%
	All Business Units to develop and/or update Environmental Management Plan	100%			
	All Business Units to develop and/or update Waste & Resource Efficiency Management Plan	100%	100%	100%	100%
	Supply chain sustainability matrix completed by all suppliers to gain compliance to ISO 20400	50%	75%	100%	
COMMUNICATE AND DISCUSS THE OPPORTUNITIES AND CHALLENGES OF ENVIRONMENT	All Business Unit to include Environment & Sustainability as agenda in SMTs meetings	100%			
	All Business Unit to create and develop an Action Plan to support Environmental Roadmap	100%			
	The BR Team to share and provide innovation case studies on annual basis	1 per BU	2 per BU	2 per BU	2 per BU
	All Business Unit to maintain a register of Environmental and Sustainability initiatives implemented that support their action plan	100%			
ENGAGING OUR CLIENTS	All Business Units to develop a joint Climate Change Response Strategy with their clients to address climate emergency declaration and carbon reduction ambitions	100%			

CREATING AN ENVIRONMENTAL CULTURE

Our vision is to be regarded by all our key stakeholders as the leading and trusted expert in the responsible management, operation and adaptation of the built environment.

In order for our customers to trust we can manage their assets in the most responsible manner we need to demonstrate leadership through our own actions.

The protection of the environment is now paramount to many of our stakeholders. And through this plan we have identified a range of qualitative and quantitative actions that we will take to reduce our impacts and enhance our environmental performance.

Engaging our clients

We consider that as a leading facilities and building solutions provider we need to influence our customers by providing alternative materials or methods that can minimise their carbon emissions, waste, water and enhance biodiversity. We will continue to provide alternative solutions commencing at bid stage to share data with our customers to improve the performance of their assets including measurement, retrofit and capital investment in the form of an energy performance contract. In order to maximise opportunities, VINCI Facilities will increase our collaboration with our supply chain to ensure we are using the best and most innovative methods of construction and equipment available.

Engaging our employees

At VINCI Facilities, we want to help support a sustainable lifestyle, by helping our employees understand their personal impact on the environment. Increased knowledge and understanding will be achieved through a training program created with the Supply Chain Sustainability School and a toolbox version to ensure that the training is inclusive.

To visit the sites and hold environmental sessions engaging and discussing all environmental issues .

Engaging our Supply Chain

By creating the Sustainability Supply Chain portal, where we support our suppliers in enhancing their sustainability through the free membership to the Supply Chain Sustainability School for training and scope 3 measurement.

Promoting Environmental Awareness

Increasing awareness across all roles in the business will be a key part of driving effective governance & changing behaviours, thus all employees will be required to complete their Bronze Environmental Ambition Training Modules via the Supply chain sustainability school. Alongside this, specific learning pathways will be developed for key roles and responsibilities to hone skills and knowledge that support the Environmental Ambition.



The protection of the environment is now paramount to many of our stakeholders.

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All contracts/projects to have 1 scored visits per year, with a developed Action Plan, with support on its implementation.



To engage with all projects through webinars, Environmental days, Visits, Newsletters and sharing information on our Sustainability shared portal



Projects / Contracts with successful sustainable initiatives awarded annually for best practice and innovation in enhancing our environmental delivery.



Personal carbon calculator to understand how big your personal carbon footprint is and what you can do to reduce it.



Completion of the Bronze environmental standard created with the Supply Chain Sustainability School to increase environmental awareness.



Use of the Environmental Initiatives Catalogue to record and cascade Biodiversity best practice initiatives throughout VINCI Facilities



HMP Hollesley Bay
Sensory Garden

ROADMAP GOING FORWARD

MILESTONE & TARGETS - CREATING AN ENVIRONMENTAL CULTURE

OBJECTIVE	TARGET	2024	2026	2028	2030
UPSKILL AND TRAIN EMPLOYEES AND SUPPLIERS ON ENVIRONMENT	VF to develop and publish a training matrix of relevant training for employees	100%			
	EV Driver training and Battery Management		100%		
	MY Pledge to be completed by all new employees and suppliers	100%			
	All employees to complete VINCI Environmental Ambition training	100%			
DEVELOP AND IMPROVE ENVIRONMENTAL MANAGEMENT SYSTEMS	Site Sustainability visits to be completed on each project annually	100%	100%	100%	100%
	All Business Units to develop and/or update Environmental Management Plan	100%			
	All Business Units to develop and/or update Waste & Resource Efficiency Management Plan	100%	100%	100%	100%
	Supply chain sustainability matrix completed by all suppliers to gain compliance to ISO 20400	50%	75%	100%	
COMMUNICATE AND DISCUSS THE OPPORTUNITIES AND CHALLENGES OF ENVIRONMENT	All Business Unit to include Environment & Sustainability as agenda in SMTs meetings	100%			
	All Business Unit to create and develop an Action Plan to support Environmental Roadmap	100%			
	The BR Team to share and provide innovation case studies on annual basis	1 per BU	2 per BU	2 per BU	2 per BU
	All Business Unit to maintain a register of Environmental and Sustainability initiatives implemented that support their action plan	100%			
ENGAGING OUR CLIENTS	All Business Units to develop a joint Climate Change Response Strategy with their clients to address climate emergency declaration and carbon reduction ambitions	100%			

DEFINITIONS

TERM	DEFINITION
Biodiversity Net Gain	An approach to development or land management that leaves biodiversity in a measurable better state the before the 'project', after first avoiding and then minimizing harm as far as possible.
Biodiversity	The existence of a wide range of living organisms, such as animal and plants, in an environment. Biodiversity is important to the health of ecosystems as it provides food, materials and contributes to the economy.
Bioenergy with carbon capture and storage (BECCS)	A potential greenhouse gas mitigation technology which produces negative carbon dioxide emissions by combining bioenergy use with geologic carbon capture and storage. BECCs has been listed as a potential factor in limiting global warming to below 1.5 °C.
Bioplastics	Bioplastics are biodegradable or compostable materials that come from renewable sources such as vegetable fats and oils, corn starch or microbiota. Production of such plastics tends to require less fossil fuels and to produce less greenhouse gases (GHG) than the production of fossil-fuel based polymers. Not all bioplastics are biodegrade nor biodegrade more readily than commodity fossil-fuel derived plastics.
Carbon capture and storage (CCS)	A technology that captures carbon dioxide from industrial facilities such as power stations and buries it to avoid emissions entering the atmosphere. CCS is seen as a key tool to ensure manufacturing industries, such as steel and cement, can continue to operate with reduced emissions.
Carbon Dioxide equivalent (CO2e)	Expresses the impact of different greenhouse gases in terms of the amount of CO2 that would create the same amount of warming.
Carbon-neutral	For an organisation to achieve carbon neutrality, it must achieve net zero carbon emissions by offsetting or sequestering the amount of carbon it produces through its operations. This is often achieved through the purchase of carbon credits.
Circular Economy	The circular economy aims to design waste out of the system by moving away from the outdated take, make, dispose (cradle-to-grave) linear operating model, to a more responsible all-encompassing resource management system, extracting maximum value from resources before recovery or reuse. (cradle-to-cradle).
Corporate Social Responsibility (CSR)	A framework or concept for business to self-regulate their activities, holding themselves accountable to act responsibly for stakeholders beyond the client. (Also see ESG)

DEFINITIONS

TERM	DEFINITION
Decarbonisation	The reduction of carbon emissions from any process or product, e.g. choosing vehicles for our fleet that emit less carbon when driven, procuring from low carbon suppliers, choosing low/no carbon alternatives to materials used on site, etc.
Embodied energy/ carbon / emissions	Energy/carbon emissions from the creation of a material or product rather than from using that product, e.g. the carbon from the bricks, concrete, carpet, electricals, etc. used to construct a building are embodied in the building itself, though not emitted through operation of the building.
Net Zero	A balance of emissions out and in, based on a company, activity or product. A net zero company will remove from the atmosphere (e.g. through planting trees, carbon capture and storage systems, etc.) as many emissions as it emits.
Science Based Targets	Science-based targets are a set of goals developed by a business to provide it with a clear route to reduce greenhouse gas emissions. An emissions reduction target is defined as 'science-based' if it is developed in line with the scale of reductions required to keep global warming below 2 °C from pre-industrial levels.
Scope 1 Emissions	"Direct" emissions from the burning of fuel including fleet, red diesel, business mileage and gas.
Scope 2 Emissions	"Indirect" emissions from purchased electricity, steam, heating and cooling.
Scope 3 Emissions	All other indirect emissions from a company's value chain including other business travel and supply chain emissions.
Single Use Plastics	A plastic product or component that is used once or for a short period of time, and then discarded as waste.
Sustainable Development Goals (SDGs)	A UN framework of 17 global goals and 169 smaller targets that can apply to all places and at all levels that can be used to target sustainability improvements ranging from reducing poverty, environmental damage and inequality to improved sanitation and peace.
Sustainable Procurement	An exercise which takes into account environmental, social and ethical factors when selecting suppliers. Sustainable sourcing requires a higher degree of engagement between all parties in a supply chain. (ISO24000)
Social Value	The quantification of the relative importance that people place on the changes they experience in their lives, captured in a variety of ways from market values & salary data to questionnaires and personal opinion. The changes are usually associated with a certain activity (project, initiative, SOMAD day, etc.).

DEFINITIONS

TERM	DEFINITION
Social Impact	Used synonymously with Social Value; focus more significantly on the change experienced by stakeholders than the financial proxies.
Social Return on Investment	A framework for measuring and accounting for Social Value of projects, initiatives or products based on Return on Investment principles.
Sustainability	A broad term for improvements to environmental, social and economic issues, based on a principle of protecting resources for future generations while not significantly limiting our wellbeing and growth now.
Waste	A material is considered to be waste when the producer or holder discards it, intends to discard it, or is required to discard it. Discarding includes activities and operations such as recycling and recovery operations that put waste materials back to good use.
Waste Transfer Note (WTN)	A legal document that details the transfer of non-hazardous waste from one person to another. Must be retained for a minimum of 2 years.
Waste Consignment Note (WCN)	A legal document that details the transfer of hazardous waste. A WCN must accompany hazardous waste until it reaches its final destination. Must be retained for a minimum of 3 years.
VCSEs	VCSE means a non-governmental organization that is valued driven and which principally reinvests its surpluses to further social, environmental or cultural objectives. (voluntary, community or social enterprise)
Zero Carbon (Net zero Carbon)	Causing or resulting in no net release of carbon dioxide into the atmosphere, by reporting and reducing emissions as far as possible and then balance with renewables and off setting.