

Sustainability Policy

1. Introduction

1.1 This policy applies to Design Haus

1.2 Design Haus specialises in the design, installation, project management, testing, and commissioning of building engineering services.

1.3 Design Haus operates across the UK on projects of varying size and complexity across both public and private sectors—including schools, hospitals, government agencies, local authorities, industrial, commercial, and residential developments.

1.4 Design Haus recognises its potential impact on people and the environment through its operations and supply chains, and is committed to operating responsibly - balancing financial, social, and environmental sustainability.

2. Commitments

2.1 Design Haus is committed to:

- Protecting the environment and preventing direct or indirect pollution
- Fulfilling all contractual, legal, and regulatory compliance obligations
- Meeting any organisational or voluntary requirements adopted by Design Haus
- Driving continual improvement and increasing benefits to society, the environment, and the economy through its activities
- Encouraging employee cooperation and engagement at all levels to support the effective implementation of this policy

3. Plans to Achieve Commitments

3.1 To fulfil these commitments, Design Haus will:

- Create, maintain, and update its Sustainability Strategy
- Monitor and measure sustainability performance against this strategy
- Provide appropriate sustainability awareness training to all employees
- Encourage staff to identify and share opportunities for improving sustainability performance
- Ensure that the Chief Executive, Directors, and Senior Management Teams lead by example in decision-making
- Provide the necessary organisational structure and resources to effectively implement this policy and manage sustainability issues
- Operate a responsible supply chain in line with the principles of ISO 20400, collaborating with suppliers to raise environmental and ethical standards
- Strive to use fewer resources and less energy through continuous improvement and innovative solutions
- Source goods, works, and services that align with the Design Haus sustainability objectives and broader policy commitments
- Prefer construction materials with responsible sourcing certifications and/or Environmental Product Declarations (EPDs)
- Specify and procure goods that balance social, economic, and environmental considerations and provide broad societal benefits
- Promote resource-efficient products and consider end-of-life uses
- Encourage the use of reusable materials and design for future deconstruction and recovery, supporting the circular economy
- Where practicable, procure goods and services locally, support SMEs, and collaborate with the voluntary and social enterprise sectors
- Ensure fair contract pricing and terms, and uphold ethical, human rights, and labour standards, in line with the Modern Slavery & Human Trafficking Policy
- Promote materials and products that enhance indoor environmental quality
- Offer sustainability support to supply chain partners
- Implement and maintain the Carbon Reduction Plan

- Maintain ISO 14001-certified Environmental Management Systems

4. Other B&F Group Policies and Documents

- Sustainability Strategy
- Social Value Policy
- Employee Volunteering Policy
- Environmental Policy
- Modern Slavery & Human Trafficking Policy
- Carbon Reduction Plan

5. Communication of This Policy

5.1 A copy of this policy is accessible to all interested parties via the Design Haus website.

5.2 All new direct employees must read and understand this policy.

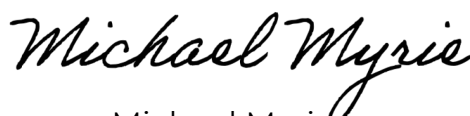
5.3 All new direct employees are required to complete relevant sustainable development training modules via the learning management system.

5.4 Toolbox Talks covering sustainable development topics are delivered periodically on project sites.

6. Review and Updating of This Policy

6.1 This policy is reviewed and updated annually and amended as necessary to reflect any changes to Design Haus, its management systems, or relevant legislation.

6.2 Design Haus' Senior Management Team continuously monitors the policy's implementation to ensure compliance and continual improvement. All reports, reviews, and monitoring results are recorded and retained.



Michael Myrie
Director