

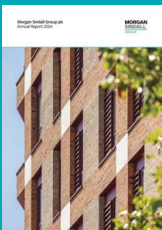


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The data sheet forms part of our annual report suite and should be read in conjunction with the following documents:

Annual Report 2024



Gender Pay Gap Report 2024



Modern Slavery and Human Trafficking Statement 2024



Copies of all of our key reports, current and archived, can be found at: www.morgansindall.com.

About this report

This responsible business data sheet provides an overview of Morgan Sindall's environmental, social, governance (ESG) performance across the Group's Total Commitments for the period 1 January to 31 December 2024.

For each of our Total Commitments, we have at least one formal key performance indicator (KPI) in place which we use to measure our progress towards our 2025 and 2030 targets. In addition to our KPIs, we also report our performance against a wide range of ESG metrics found on pages 4 to 9. These metrics enable us to assess our overall performance, as well as helping us manage our risks and opportunities, such as those relating to climate as detailed in the Task Force for Climate-related Financial Disclosures (TCFD) section of our 2024 annual report.

As a decentralised business we collect data from our divisions and aggregate this at Group level. The environmental data included in this data sheet covers all areas for which we have operational control in the UK and Europe. Currently, our social data only includes UK operations. As part of our ongoing review of ESG data processes and methodologies, we are working towards full coverage in future. To date, we have created centralised platforms for our developing people and protecting people Total Commitments, which have supported monthly verification and performance analysis. In 2025/26, we will focus on refining these and developing additional platforms for our full range of Total Commitments.

Where we are missing data, we ensure our assumptions and estimations are conservative in nature, based on best practice. For example, we calculate our GHG emissions using the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard (2015) and verify our Scope 1 and 2 emissions using a third party against ISO 14064-1:2018. For more details on our GHG reporting and methodology, see the Streamlined Energy and Carbon Reporting (SECR) section in our 2024 annual report. Furthermore, we also submit our data to ESG ratings agencies on an annual basis and report our performance, along with accreditations and alignment to frameworks, such as the Global Reporting (GRI) (see pages 11–20). In doing so, we are upholding high standards of governance, while improving transparency and driving stakeholder engagement.

Our business

Morgan Sindall is the partnerships, fit out and construction services Group. With revenues of £4.5bn and over 8,000 employees, the Group operates in the public, regulated and private sectors.

Partnerships

Partnership Housing

Revenue
£861.2

LOVELL

Mixed Use Partnerships

Revenue
£90.5m

MUSE

Fit out

Fit Out

Revenue
£1,300.3m

 **overbury**

Morgan Lovell

Construction services

Construction

Revenue
£1,044.1m

MORGAN SINDALL
CONSTRUCTION

Infrastructure

Revenue
£1,047.0m

MORGAN SINDALL
INFRASTRUCTURE

BakerHicks

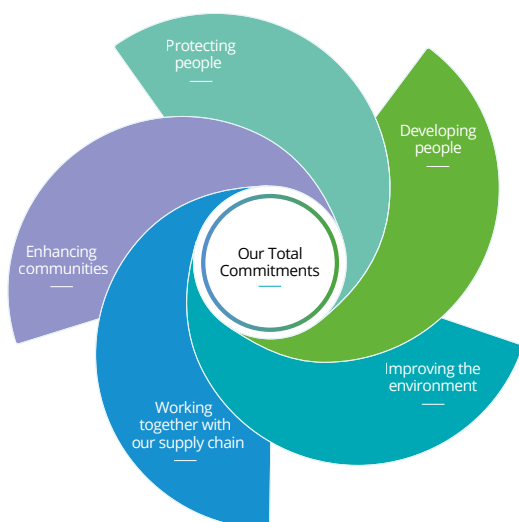
Property Services

Revenue
£232.2m

MORGAN SINDALL
PROPERTY SERVICES

Our Total Commitments

Our five Total Commitments drive environmental, social and governance action across the Group by targeting our key material issues.



Sustainable Development Goals

Our Total Commitments also support six of the UN Sustainable Development Goals (SDGs) where our activities can make the most significant impact.





Our 2024 performance

Protecting people

We are committed to safeguarding our people and partners by implementing safe and healthy workplace practices. By putting in place rigorous measures and promoting our high standards of conduct across the value chain, we are protecting people at every stage of their journey with us.

Key performance indicator

2024

0.23

lost time incident rate (LTIR)¹

2025 target

0.21

2030 target

0.18

Horizon ambition

Zero incidents

Metrics

Health and safety ²	2024	2023	2022	2021
Lost time incidents (LTI)	122	119	104	136
Lost time incident rate (LTIR) ²	0.23	0.24	0.22	0.29
Total number of RIDDOR incidents ³	34	37	28	44
RIDDOR-free project days (%) ⁴	91.1	92.34	-	-
Accident frequency rate (AFR) ⁵	0.06	0.08	0.06	0.09
Accident incident rate (AIR) ⁶	134	165	134	211
Accident-free project days (%) ⁷	90.4	91	-	-
Number of employees working under a certified health and safety management system (%) ⁸	100	100	99	99
Fatalities	0	0	0	0
Absenteeism due to sickness (average number of days per employee)	5.3	5	4.7	4.1
Monetary value of fines for non-compliance with health and safety laws and regulations	£0	£0	£0	£0

1 Number of lost time incidents x 100,000 divided by the number of hours worked. Lost time incidents are those resulting in absence from work for a minimum of one working day, excluding the day the incident occurred.

2 Our health and safety data represents UK operations only and excludes our European operations.

3 The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).

4 The number of active projects in the month which have never had a RIDDOR divided by the number of active projects in the month.

5 The number of RIDDOR reportable accidents multiplied by 100,000 and divided by the number of hours worked.

6 The number of accidents multiplied by 100,000 and divided by the average number of people on-site.

7 The number of active projects in the month minus the total accidents in the month divided by the total projects active in the month.

8 All our divisions hold ISO 45001 accreditation for Occupational Health and Safety Management Systems, with BakerHicks holding SafeContractor certification.

Our 2024 performance continued



Developing people

Our innovative and open culture facilitates our purpose to harness the energy of our people to achieve the improbable. We provide a wide range of tools to help our employees meet their personal ambitions while driving our success. We are also committed to creating a diverse and innovative workplace that extends opportunities to our own workforce and the next generation of leaders.

Key performance indicator

2024

3.2

average number of training days per employee

2025 target

5 days

2030 target

6 days

Horizon ambition

7 days

Metrics

Developing people ⁹	2024	2023	2022	2021
People				
Number of UK employees at 31 December ¹⁰	8,097	7,498	7,058	6,509
Number of new employees (as a % of total workforce)	25	26	28	24
Employees who have been in the Group six years or more (%)	36	37	37	37
People employed aged 24 and under (%)	10	8	8	8
Average age of employees	42	42	42	42
Voluntary employee turnover (%)	11	12.4	15	13
Number of employees covered by collective bargaining agreements (%)	3.5	3	5	8
Number of raising concern reports	36	58	36	39
Diversity: Gender and ethnicity				
Men employed (%)	74	74	75	75
Women employed (%)	26	26	25	25
Employees from ethnic minority backgrounds (%)	11	10	8.6	8.7
Women in senior management (GMT) (%) ¹¹	27	10	18	9
Women who are direct reports of the GMT (%)	45	38	32	21
Women on the Board (%)	42.9	37.5	37.5	37.5
Diversity: Gender pay gap				
Mean gender pay gap (%)	25.7	26.8	28.9	29.9
Median gender pay gap (%)	28.9	29.1	30.6	29.6
Mean bonus gender pay gap (%)	55.3	52.5	58.8	57.1
Median bonus gender pay gap (%)	22.1	28.9	30.5	36
Training and development				
Total number of training days ¹²	26,046	26,341	35,016	20,086
Average number of training days per employee	3.2	3.2	3.2	3.5
Number of employees on structured training programmes ¹³	570	483	425	336
Number of people supported through NVQs and professional qualifications	588	565	535	532
Number of employees who completed the leadership development programme	53	67	65	20
Number of cohorts who completed the leadership development programme	4	5	4	2
Number of employees promoted internally	662	674	883	535
Number of new graduates recruited	71	82	78	61
Number of sponsored students	41	42	67	44
Number of apprentices	458	359	280	231
Female graduates (%)	27	33	22	-
Female apprentices (%)	25	26	26	-

9 Our developing people data represents UK operations only and excludes our European operations.

10 The number of employees consists entirely of our direct UK-based employees for the 12-month period. We do not include our European operations or any temporary workers and subcontractors who deliver our projects. Note: we report our global employee count in our 2024 annual report.

11 The GMT is our Group management team, which includes the executive directors, company secretary, Group commercial director and divisional managing directors.

12 A training day is a minimum of six hours' training.

13 Refers to the number of apprentices, new graduates recruited and sponsored students during the year.



Our 2024 performance continued

Improving the environment

We are decarbonising our activities and delivering solutions to accelerate the transition to a low-carbon economy. Through our science-based targets we are committed to achieving net zero within our business by 2030 and across our wider value chain by 2045. Our targets now encompass the lifecycle of carbon associated with our projects, including embodied carbon in building materials and the operational emissions expected to be generated over 60 years after handover of a building. We are also passionate about conducting our activities in ways that support nature, regenerate green spaces and help our clients achieve biodiversity net gains.

Key performance indicators

2024

44%

reduction in Scope 1 and Scope 2 carbon emissions from 2019 baseline¹⁴

2025 target

30%

2030 target

60%

2045 net zero target¹⁴

90%

2024

1%

increase in Scope 3 carbon emissions from 2020 baseline¹⁵

2025 target

New KPI

2030 target

42%

2045 target¹⁴

90%

Metrics

Improving the environment	2024	2023	2022	2021	2020	2019
Scope 1 and 2 carbon emissions¹⁶						
Scope 1 carbon emissions (tonnes CO ₂ e)	8,056	8,733	9,528	11,243	16,031	18,124
Scope 2 carbon emissions (location-based tonnes CO ₂ e)	3,628	2,691	2,069	2,352	2,789	2,779
Scope 2 carbon emissions (market-based tonnes CO ₂ e) ¹⁷	3,056	1,418	1,205	1,235	-	-
Total Scope 1 and 2 emissions (location-based tonnes CO ₂ e)	11,684	11,424	11,597	13,595	18,820	20,903
Scope 3 carbon emissions¹⁸						
Scope 3 carbon emissions (tonnes CO ₂ e)	1,314,055	1,233,324	1,300,271	1,300,271	1,300,271	1,300,271

14 The 2019 baseline for Scope 1 and 2 emissions was 20,903 tonnes CO₂e. Our net zero targets are approved by the SBTi and the remaining 10% of residual carbon emissions will be offset.

15 The 2020 baseline for all relevant Scope 3 categories is 1,300,271 tonnes CO₂e. This figure was recalculated in 2024 to apply new methodologies and assumptions. See footnote 16 for more details.

16 Scope 1: direct emissions from owned or controlled sources; Scope 2: indirect emissions generated from purchased energy. See appendix on pages 197-198 of our 2024 annual report for full definitions.

17 We report location-based emissions as per our science-based target, however we have included scope 2 market-based emissions for reference.

18 Reporting Scope 3 emissions across all relevant categories (1, 3, 4, 5, 6, 7, 8, 10, 11, 12 and 15) for the first time to align with our net zero target. Previously only reported 'operational' Scope 3 (categories 3, 5 and 6). All other Scope 3 categories (2, 9, 13 and 14) have been excluded as they are insignificant or not relevant to our business. See footnote 15 for more information on our baseline calculation.



Our 2024 performance continued Improving the environment

Metrics

	2024	2023	2022	2021	2020	2019
Total carbon emissions						
Total Scope 1, 2 and all Scope 3 emissions (location-based tonnes CO ₂ e)	1,325,739	1,244,748	1,311,868	1,313,866	1,319,091	1,321,174
Carbon intensity metrics¹⁹						
Scope 1 and 2 emissions intensity (tonnes of CO ₂ e per £m revenue)	2.6	2.8	3.2	4.2	6.2	6.8
Progress against carbon targets						
Reduction in Scope 1 and Scope 2 carbon emissions from 2019 baseline (%)	44	45	45	35	10	N/A
Reduction in carbon emissions from the Group's vehicle fleet from 2019 baseline (%)	12	27	28	39	25	N/A
Reduction in Scope 3 carbon emissions from 2020 baseline (%)	+1	5	-	-	-	-
Suppliers by spend providing their own carbon data (£) ²⁰	446m	224m	649m	589m	0	0
Energy use						
Total energy use (MWh)	87,602	86,863	49,603	76,557	75,072	118,004
Energy intensity (MWh/£m revenue)	19.1	15.9	18.4	23.8	24.7	38.4
Electricity from renewable sources (%) ²¹	56	70	65	72	65	69
Electricity as a percentage of total energy consumption	20	20	16	16	14	11
Gas as a percentage of total energy consumption	4	3	3	3	2	1
Recycling and waste						
Total waste produced (tonnes)	791,612	485,722	373,071	859,081	1,223,394	1,087,246
Total waste diverted from landfill (tonnes)	763,933	454,722	358,794	851,081	1,171,954	1,035,862
Total waste diverted from landfill (%)	97	94	96	99	96	95
Waste intensity (total waste produced/£m revenue)	174	118	103	267	403	354
Construction waste produced (tonnes)	302,933	96,141	91,195	40,662	77,360	94,342
Construction waste diverted from landfill (%)	99	98	96	97	98	95
Water						
Water use (m ³)	155,139	549,858	283,198	252,628	650,241	1,100,443
Fleet						
Carbon emissions from vehicle fleet (tonnes CO ₂ e) ²²	10,601	8,871	8,750	7,320	9,048	12,078
Total number of vehicles in company fleet	2,285	2,891	2,454	2,181	2,075	2,324
Number of hybrid vehicles in company fleet	1,135	1,864	1,315	884	358	217
Number of electric vehicles in the company fleet	1,126	64	54	41	94	15
Project sustainability						
Number of projects achieving BREEAM, LEED, SKA or other industry relevant sustainability ratings	160	161	109	99	85	84
Number of new projects using CarboniCa ²³	218	280	142	41	N/A	N/A
Internal carbon charge (£/tonne CO ₂ e) ²⁴	90	70	50	35	N/A	N/A
Major environmental incidents	0	0	0	0	0	0

19 Revenue figures used to calculate our carbon intensity metrics can be found in the SECR section of the 2024 annual report.

20 For 2023 onwards we are reporting data from the Supply Chain Sustainability School only.

21 Our renewables data covers both on-site renewable energy generation and contractual instruments such as Renewable Energy Certificates (REC) and 100% Renewable Energy Guarantees of Origin (REGO) backed electricity, which is purchased at the majority of our permanent offices and operational sites.

22 Vehicle carbon emissions are included in our calculation of Scope 1 and 3 emissions as they cover the Group's vehicle fleet, company cars and cash car allowance.

23 CarboniCa is a tool developed by the Group that calculates the total carbon emissions of a project and building at an early stage of the design, including carbon embodied in the materials (incurred in production, transport and waste) and projected emissions from the building throughout its lifecycle.

24 Used to encourage our divisions to reduce their own emissions and generates a fund that we use to invest in carbon offset projects.



Our 2024 performance continued

Working together with our supply chain

Our longstanding relationships with supply chain partners are essential to the successful delivery of our projects. To support them, we are committed to leveraging our reach to roll-out our standards of ethics and compliance while working with them to drive sustainable action on behalf of our clients.

Key performance indicator

2024

61.5%

of invoices paid within 30 days in second half of 2024

2025 target

70%

2030 target

80%

Horizon ambition

95%

Metrics

Working with our supply chain metrics ²⁵	2024	2023	2022	2021
Supply Chain Sustainability School (SCSS)				
Number of suppliers registered with the SCSS	2,835	2,833	2,778	2,595
Number of suppliers attending dedicated training workshops	591	1,910	-	-
Supplier collaboration				
Members of the Morgan Sindall Supply Chain Family	416	406	399	413
Percentage of Group spend by value with the Supply Chain Family (%)	77	75	83	81
Group spend with regional SMEs (% of Group spend)	62	65	69	69
Screening and certification				
Number of investigations into reports of modern slavery ²⁶	0	0	0	2
Timber sourced using sustainable sourcing certification standards such as FSC and PEFC (% total timber derived products sourced by weight at point of delivery)	100	99.9	99.9	100
Prompt payment²⁷				
Invoices paid within 30 days (%)	61.5	53	67	68
Invoices paid within 60 days (%)	98	97	98	97

²⁵ Supply chain data represents UK operations only and excludes our European operations.

²⁶ As determined by the number of calls to our third-party Safecall whistleblowing service and follow up investigations which found no incidents of modern slavery.

²⁷ Data based on average of the divisions' performance for last six months of the year to 31 December 2024.



Our 2024 performance continued

Enhancing communities

We want our projects to leave a positive legacy on society by creating shared value for the communities where we work and operate. To deliver this, we are working to accurately measure our impacts to better understand how and where we are creating positive social, environmental and economic impact, known as social value.

Metrics

Enhancing our communities metrics ²⁸	2024	2023	2022	2021
Project delivery				
Number of homes built ²⁹	c6,895	c5,488	c6,380	c3,130
Number of projects using LM3 over the past 12 months ³⁰	80	74	70	53
Considerate Constructors Scheme (CCS)				
Considerate Constructors Scheme (CCS) registrations	143	133	119	139
Average CCS score (out of 50)	44.6	43.2	43.3	41.2
Partners average CCS score (out of 50)	44.6	42.6	41.9	40.6
Community engagement				
Number of apprentices drawn from local communities	1,025	651	749	677
Number of school partnerships entered into	199	36	40	30
Amount of money donated to/raised for charity (£000)	1,701	491	424	124
Social value: Social Value Portal³¹				
Amount of social value delivered by Morgan Sindall Group as calculated by the Social Value Portal (£)	4.6bn	-	-	-
Amount of social value delivered by Fit Out as calculated by the Social Value Portal (£)	3.6bn	-	-	-
Amount of social value delivered by Partnership Housing as calculated by the Social Value Portal (£)	171m	-	-	-
Amount of social value delivered by Construction as calculated by the Social Value Portal (£)	436m	-	-	-
Amount of social value delivered by Property Services as calculated by the Social Value Portal (£)	149m	-	-	-
Amount of social value delivered by Mixed Use Partnerships as calculated by the Social Value Portal (£)	232m	-	-	-

28 Data represents UK operations only and excludes our European operations.

29 Number includes temporary accommodation, care homes and student accommodation. For homes built, this does not exclude rebuilds, i.e. where buildings have first been demolished.

30 LM3 Online is a platform which measures how spending generates local economic impact and benefit to communities.

31 The Social Value Portal is an accounting tool based on the national Themes, Outcomes and Measures (TOMs™) framework. The framework is compatible with all major ESG frameworks, endorsed by the Local Government Association and used by many public and private sector organisations across the UK to measure social value creation. At the end of 2024, our total contribution on the portal was £4.6bn, which has been generated since October 2023. We have chosen to use this metric as our leading indicator for this year, while we onboard more divisions and projects on to the Built Environment Bank.

External accreditations and ratings

We participate in several ESG questionnaires and rating indices to enhance the transparency of our reporting and ensure we are held to account for our performance. In 2024, Morgan Sindall completed CDP's new integrated questionnaire and scored an A in Climate, a B in Water and a C in Forest. We also retained our MSCI AAA rating where we remain the only company in our sector with this status. In early 2025, Sustainalytics named us as one of their top-rated companies by industry and we were also proud to be awarded the title of one of 'Britain's Most Admired Companies' by Echo Reach.

THE Paris...
CLIMATE 10 years
PLEDGE Early



MORNINGSTAR | SUSTAINALYTICS



FTSE4Good



MSCI
AAA rating

ISS ESG

SUPPLY CHAIN SUSTAINABILITY
SCHOL
Founder member

SOCIAL
VALUE
BANK
Partner with
Simetrica-Jacobs

Social Value
Portal

UK
GBC
Gold Leaf Member

S&P Global



TOITŪ
CARBON
REDUCE
Platinum awards

Global Reporting Initiative (GRI) Index

Our responsible business reporting has been prepared in accordance with the GRI Standards: Core option. We use the universal and topic standards to describe our social and environmental impact. More detail can be found in our 2024 annual report, which is available on our website.

Index navigator

Total Commitment	Material topic	Latest applicable GRI Standard	GRI Standard reference
Protecting people 	Physical and mental health, safety and wellbeing	<ul style="list-style-type: none"> Occupational health and safety Employment 	403-8, 403-9, 403-10 401-2
	Fair employment and no modern slavery	<ul style="list-style-type: none"> Forced or compulsory labour 	409-1
Developing people 	Diversity and inclusion	<ul style="list-style-type: none"> Employment Training and education 	401-1 404-1, 404-2
	Employee capabilities strengthened and expanded	<ul style="list-style-type: none"> Employment 	401-2
	Youth training and employment	<ul style="list-style-type: none"> Training and education Diversity and equal opportunity Non discrimination 	405-1 406-1
Improving the environment 	Net zero progress	<ul style="list-style-type: none"> Economic performance Emissions 	201-2 305-2, 305-3, 305-4
	Protecting ecosystems	<ul style="list-style-type: none"> Waste 	306-3, 306-4, 307-1
	Zero avoidable waste		
Working together with our supply chain 	Resilient, responsible and engaged supply chain	<ul style="list-style-type: none"> Supplier environmental assessment Supplier social assessment Local communities 	308-1 414-1 413-1
	Diverse and local supply chain (including SMEs)		
Enhancing communities 	Positive environmental and social outcomes	<ul style="list-style-type: none"> Indirect economic impacts Employment Local communities 	203-2 401-1 413-1
		<ul style="list-style-type: none"> Local communities 	419-1
	Ethical business and governance	<ul style="list-style-type: none"> Governance Anti-corruption 	102-16, 102-18 205-2

GRI Index continued

General disclosures

GRI 2: General Disclosures 2021		
Disclosure	Location	Omission and explanation
2-1 Organizational details	2024 annual report (ARA): Back cover	
2-2 Entities included in the organization's sustainability reporting	RBDS 3	
2-3 Reporting period, frequency and contact point		Annually, covering the calendar year: 1 January 2024 to 31 December 2024. Questions regarding the report can be addressed to Charlotte Lacey, Group ESG Reporting Manager: Charlotte.Lacey@morgansindall.com
2-4 Restatements of information	No material restatements of information have been made in 2024.	
2-5 External assurance	ARA 46	GHG emissions are externally verified by Achilles to meet the requirements of the Toitū 'carbon reduce' certification standard.
2-6 Activities, value chain and other business relationships	ARA 7-9	
2-7 Employees	ARA 11 RBDS 5	Our figures exclude c.400 BakerHicks DACH employees. No temporary employment contracts are included in the data. The Group offers employees the opportunity to work part time where the nature of the work and role allow sufficient flexibility.
2-8 Workers who are not employees	ARA 11-12	We do not currently report data on all additional workers covered (who are not employees but whose work and/or workplace is controlled by the Group). All third parties working on our controlled sites are subject to the requirements of our compliance and safety standards.
2-9 Governance structure and composition	ARA 80	
2-10 Nomination and selection of the highest governance body	ARA 85-88	
2-11 Chair of the highest governance body	Michael Findlay ARA 83	
2-12 Role of the highest governance body in overseeing the management of impacts	Board of directors ARA 85-87	
2-13 Delegation of responsibility for managing impacts	Group management team ARA 96-97	

GRI Index continued

General disclosures continued

GRI 2: General Disclosures 2021 continued		
Disclosure	Location	Omission and explanation
2-14 Role of the highest governance body in sustainability reporting	ARA 65	
2-15 Conflicts of interest	Code of Conduct 10	
2-16 Communication of critical concerns	ARA 41	
2-17 Collective knowledge of the highest governance body	ARA 85-87	
2-18 Evaluation of the performance of the highest governance body	ARA 90	
2-19 Remuneration policies	ARA 112-114	
2-20 Process to determine remuneration	ARA 115-118	
2-21 Annual total compensation ratio	ARA 126-127	
2-22 Statement on sustainable development strategy	ARA 38-39	
2-23 Policy commitments	www.morgansindall.com/investors/governance	
2-24 Embedding policy commitments	ARA 76-77	
2-25 Processes to remediate negative impacts	ARA 43	
2-26 Mechanisms for seeking advice and raising concerns	Code of Conduct 14 ARA 43	
2-27 Compliance with laws and regulations	Code of Conduct 7-13	
2-28 Membership associations	RBDS 10	
2-29 Approach to stakeholder engagement	ARA 11-13	
2-30 Collective bargaining agreements	ARA 43 Human Rights Policy	

GRI Index continued**Material topics**

GRI 3: Material Topics 2021		
Disclosure	Location	Omission and explanation
3-1 Process to determine material topics	ARA 39	
3-2 List of material topics	ARA 39	

Economic

Economic performance

GRI 3: Material Topics 2021		
Disclosure	Location	Omission and explanation
3-3 Management of material topics	ARA 38-51	
GRI 201: Economic Performance 2016		
201-1 Direct economic value generated and distributed	ARA 3, 7-9, 50-51 RBDS 9	
201-2 Financial implications and other risks and opportunities due to climate change	ARA 80-91 2024 CDP response	
201-3 Defined benefit plan obligations and other retirement plans	ARA 66-71	
201-4 Financial assistance received from government	N/A	Not applicable. Government does not provide financial assistance.

Indirect economic impacts

GRI 3: Material Topics 2021		
Disclosure	Location	Omission and explanation
3-3 Management of material topics	ARA 39, 50-51 RBDS 9	
GRI 203: Indirect Economic Impacts 2016		
203-1 Infrastructure investments and services supported	ARA 50-51 RBDS 9	The Group uses various methodologies to assess the indirect economic impacts of its activities, including the LM3 Live tool, Built Environment Bank outcomes and social value as calculated by the Social Value Portal.
203-2 Significant indirect economic impacts	ARA 39, 50-51 RBDS 9	

GRI Index continued

Material topics continued

Economic continued

Anti-corruption

GRI 3: Material Topics 2021		
Disclosure	Location	Omission and explanation
3-3 Management of material topics	ARA 39, 41 Code of Conduct 7	
205-1 Operations assessed for risks related to corruption	ARA 41, 77	
GRI 205: Anti-corruption 2016		
205-2 Communication and training about anti-corruption policies and procedures	ARA 41 Code of Conduct 7	
205-3 Confirmed incidents of corruption and actions taken	ARA 41	There was no evidence of bribery or corruption within the business or its immediate supply chain in 2024.

Environmental

Emissions

GRI 3: Material Topics 2021		
Disclosure	Location	Omission and explanation
3-3 Management of material topics	ARA 39, 44-47 2024 CDP Climate disclosure	
GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	ARA 44-45 RBDS 6-7	
305-2 Energy indirect (Scope 2) GHG emissions	ARA 44-45 RBDS 6-7 2024 CDP Climate disclosure	There are no biogenic emissions from our operations; market-based data is available via our CDP submission.
305-3 Other indirect (Scope 3) GHG emissions	ARA 44-46 RBDS 6-7	
305-4 GHG emissions intensity	ARA 44-46 RBDS 6-7 2024 CDP Climate disclosure	
305-5 Reduction of GHG emissions	ARA 44-46 RBDS 6-7 2024 CDP Climate disclosure	
305-6 Emissions of ozone-depleting substances (ODS)	N/A	Not applicable. The nature of our business does not produce ozone-depleting substances.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A	Not applicable. The nature of our business does not produce significant air emissions.

GRI Index continued**Material topics** continued

Environmental continued

Waste

GRI 3: Material Topics 2021		
Disclosure	Location	Omission and explanation
3-3 Management of material topics	ARA 46-47 RBDS 7 2024 CDP Climate disclosure	
GRI 306: Waste 2020		
306-1 Waste generation and significant waste-related impacts	ARA 46-47 RBDS 7 2024 CDP Climate disclosure	Our significant actual and potential waste-related impacts are spillage and pollution risks on-site; all sites are subject to waste management controls. The operational inputs, activities and outputs that may lead to such impacts include diverse construction materials and fuels, all of which are subject to regulatory controls and quality assurance. Where there are risks of negative impacts related to waste they are limited to, and managed within, our own activities; they are not related to upstream or downstream activities in our value chain.
306-2 Management of significant waste-related impacts	ARA 46-47 RBDS 7	
306-3 Waste generated	ARA 46-47 RBDS 7	We provide a breakdown of construction waste in our operations; however, we do not provide a breakdown of waste composition in any other ways currently.
306-4 Waste diverted from disposal	ARA 46-47 RBDS 7	We do not provide separate hazardous waste data in our landfill diversion reporting.
306-5 Waste directed to disposal	ARA 46-47 RBDS 7	We do not provide separate hazardous waste data in our landfill diversion reporting.

Supplier environmental assessment

GRI 3: Material Topics 2021		
Disclosure	Location	Omission and explanation
3-3 Management of material topics	ARA 39,48-49 RBDS 6-8 2024 CDP Supplier Engagement	
GRI 308: Supplier Environmental Assessment 2016		
308-1 New suppliers that were screened using environmental criteria	ARA 48-49 2024 CDP Supplier Engagement	The performance of all subcontractors and suppliers is rated according to set criteria such as quality, safety and social value, as well as sustainability.
308-2 Negative environmental impacts in the supply chain and actions taken	N/A	Not applicable. Where there are risks of negative impacts related to supplier actions, they are limited to, and managed within, our own activities; they are not related to upstream or downstream activities in our value chain. The Morgan Sindall Supply Chain Family of suppliers are assessed for environmental and social criteria.

GRI Index continued

Material topics continued

Social

Employment

GRI 3: Material Topics 2021		
Disclosure	Location	Omission and explanation
3-3 Management of material topics	ARA 11, 39-43 RBDS 5	
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	RBDS 3	Information unavailable. Data on age group, gender and region are not available on a unified basis across our decentralised operations.
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	ARA 43, 116-117	Access to some benefits for full-time and part-time employees – where they are offered at divisional levels – is uniformly dependent on seniority, examples include life insurance and private medical cover.
401-3 Parental leave	All employees are entitled to parental leave, regardless of gender.	Data on employees who return to work after parental leave, still employed after 12 months and our retention rates are not available on a unified basis across our decentralised operations.

Health and safety

GRI 3: Material Topics 2021		
Disclosure	Location	Omission and explanation
3-3 Management of material topics	ARA 39-41, 108-109 RBDS 4	
GRI 403: Occupational Health and Safety 2018		
403-1 Occupational health and safety management system	ARA 40 RBDS 4	All operating divisions are accredited to ISO 45001 except BakerHicks, which holds SafeContractor certification. The OHS system has been implemented based on recognised risks and in line with legal requirements in the UK. The system covers all workers, activities, and workplaces under our control.

GRI Index continued**Material topics** continued

Social continued

Health and safety continued

GRI 403: Occupational Health and Safety 2018		
Disclosure	Location	Omission and explanation
403-2 Hazard identification, risk assessment, and incident investigation	ARA 40-41	For employees and workers, we continually review the risks and challenges presented to adapt and respond to the challenges of each project (non-routine) as well as standard procedures (routine). We use tried and tested processes based on hazard identification and risk assessment practices.
403-3 Occupational health services	ARA 40-41	
403-4 Worker participation, consultation, and communication on occupational health and safety	ARA 40-41	Our responsible business committee monitors, and advises on, occupational safety programmes. Its members also carry out site visits. The Board committee oversees health and safety for all workers under our control and engages with workers at site level. The committee consists of non-executive directors, is chaired by a non-executive director and reports to the Board regularly. Safety performance is reported and reviewed at every Board meeting.
403-5 Worker training on occupational health and safety	ARA 40-41	
403-6 Promotion of worker health	ARA 40-41	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ARA 40-41, 49	All people who attend our offices and sites are required to comply with our health and safety policies and procedures. Anyone attending a project site is required to undertake a site induction prior to entering the site itself. The induction will include a detailed discussion of health and safety including matters specific to the project.
403-8 Workers covered by an occupational health and safety management system	ARA 40 RBDS 4	Our occupational health policies and standards cover all employees as well as subcontractors working on our projects. We carry out occupational health checks for employees and subcontractors working on our projects.
403-9 Work-related injuries	ARA 40 RBDS 4	Our Lost Time Incident Rate is a key metric we use to track and monitor Group health and safety.
403-10 Work-related ill health	ARA 40 RBDS 4	We actively measure the reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 during the year.

GRI Index continued

Material topics continued

Social continued

Training and education

GRI 3: Material Topics 2021		
Disclosure	Location	Omission and explanation
3-3 Management of material topics	ARA 39,42 RBDS 5	
GRI 404: Training and Education 2016		
404-1 Average hours of training per year per employee	ARA 42 RBDS 5	
404-2 Programs for upgrading employee skills and transition assistance programs	ARA 42-43 RBDS 5	We provide support for people in terms of upgrading their skills as we have a wide variety of training programmes offered ranging from professional qualifications to NVQs, on the job training and apprenticeships.
404-3 Percentage of employees receiving regular performance and career development reviews	ARA 42	All employees can receive regular performance and career development reviews.

Diversity and equal opportunity

GRI 3: Material Topics 2021		
Disclosure	Location	Omission and explanation
3-3 Management of material topics	ARA 39,43 RBDS 5 2024 Gender Pay Gap Report	
GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	ARA 43 RBDS 5 2024 Gender Pay Gap Report	
405-2 Ratio of basic salary and remuneration of women to men	ARA 43, 96-97 RBDS 5 2024 Gender Pay Gap Report	

Non-discrimination

GRI 3: Material Topics 2021		
Disclosure	Location	Omission and explanation
3-3 Management of material topics	ARA 39, 42-43 Code of Conduct	
GRI 406: Non-discrimination 2016		
406-1 Incidents of discrimination and corrective actions taken	ARA 43	We comply with UK legislation on human rights, and this is supplemented by our Human Rights Policy, Code of Conduct, equal opportunities and dignity at work policy, and our grievance policy. No incidents of human rights (including discrimination) abuse were identified in the Group in 2024.

GRI Index continued**Material topics** continued

Social continued

Forced or compulsory labour**GRI 3: Material Topics 2021**

Disclosure	Location	Omission and explanation
3-3 Management of material topics	ARA 39, 41 2024 Modern Slavery Statement	

GRI 409: Forced or Compulsory Labour 2016

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	ARA 41, 49 2024 Modern Slavery Statement	
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Local communities**GRI 3: Material Topics 2021**

Disclosure	Location	Omission and explanation
3-3 Management of material topics	ARA 39, 50-51	

GRI 413: Local Communities 2016

413-1 Operations with local community engagement, impact assessments, and development programs	ARA 12, 50-51 RBDS 8	All operations (projects, offices) have some form of local community development programme, community engagement, or committees and processes involving vulnerable groups.
413-2 Operations with significant actual and potential negative impacts on local communities	N/A	Our operations do not have significant actual or potential negative impacts on local communities.

Supplier social assessment**GRI 3: Material Topics 2021**

Disclosure	Location	Omission and explanation
3-3 Management of material topics	ARA 39, 50-51 2024 Modern Slavery Statement	

GRI 414: Supplier Social Assessment 2016

414-1 New suppliers that were screened using social criteria	ARA 50-51 RBDS 9	The performance of all subcontractors and suppliers is rated according to set criteria such as quality of performance, safety, and social value, as well as sustainability.
414-2 Negative social impacts in the supply chain and actions taken	N/A	Where there are risks of negative impacts related to supplier actions, they are limited to, and managed within, our own activities; they are not related to upstream or downstream activities in our value chain.

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