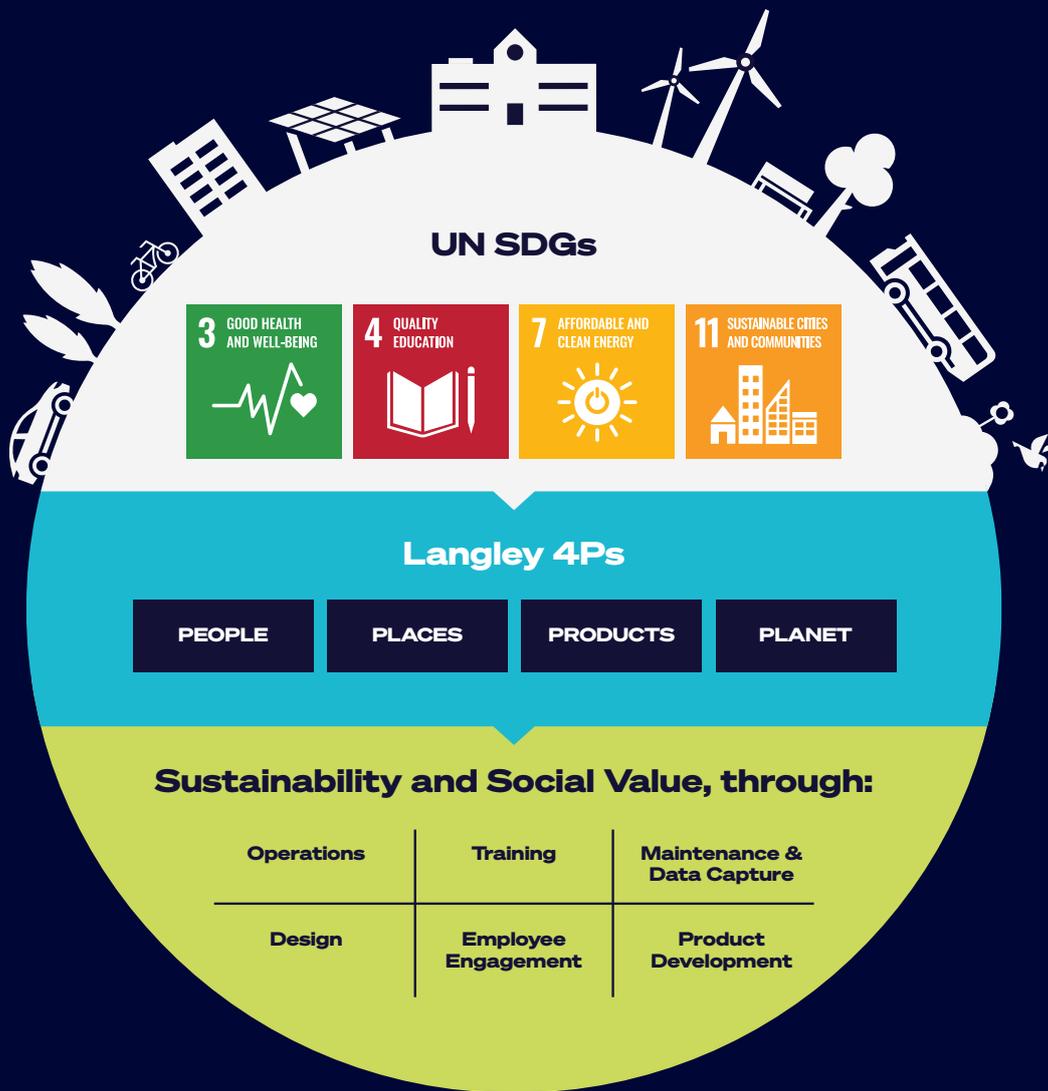




LANGLEY UK ESG POLICY



For Better Living

We provide flat roof solutions alongside innovative roofing and waterproofing solutions for the built environment that have a lasting, positive impact on people, places, and our planet.



1 Introduction

- 1.1 This policy seeks to provide Langley UK Limited (LUK) with a framework that embeds and underpins the 'For Better Living' vision by placing social value, sustainability, training, and expertise at the forefront of operations.

The policy sets the directive LUK takes and expects throughout its engagement with clients, contractors, supply chain of manufacturers and service providers for a sustainable and long-lasting business operation that contributes positively to communities and the environment.

Environmental and Social Governance (ESG) is defined as a framework used to assess sustainable and ethical impact.

This definition is based on three pillars associated with ESG.

- 1.2 Environmental Impact: assessing the lifecycle of products and services from raw material extraction to disposal, including minimising waste, reducing energy consumption and selecting environmentally friendly materials.
- 1.3 Social: contribution to society, safety, fairness, diversity and inclusion and fair wages that transcends through the Supply Chain.
- 1.4 Governance focusses on ethical, transparent business practices, which considers initiative-taking verification, statutory audits, and regulatory requirements.



2 Aims

- 2.1 The aims of this Policy are defined in Table 1 setting out key performance indicators where applicable to achieve targets.
- 2.2. The Policy directives clearly align to the government's Public Procurement Note 002 Social Value Model mandated from 1st October 2025 which takes account of social value in the award of central government contracts.
- 2.3 Section 13 of the Procurement Act 2023 states that Contracting Authorities must have regard to the National Policy Procurement Statement (NPPS) that places a responsibility on all public sector bodies, to deliver Social and Economic Value "The Government expects the highest standards of integrity, ethical conduct and environmental sustainability in business practices from suppliers delivering public contracts."¹
- 2.4 We will deliver our objectives under LUK's four Ps in alignment with approved Standards where applicable, for example:
 - Institute of Social Value UK (IoSV UK) Audit
 - Science Based Targets Initiative (SBTi)
 - Investors in People (IIP)

¹ National Procurement Policy Statement



LUK Four P's	Standard	Measures	Goals
PEOPLE	People Strategy (Behaviours, Technical Competency, Health & Safety)	<ul style="list-style-type: none"> 497 CPD opportunities for employees to demonstrate competency. 	<ul style="list-style-type: none"> Develop a revised L&D Strategy and Competency Matrix for LUK employees measured by change in behaviours and improved standards.
	Government Approved Apprenticeships Training Provider (ESFA, Ofsted, Awarding Bodies).	<p>Ofsted Monitoring visit (2024):</p> <ul style="list-style-type: none"> Leadership and Management (significant progress) Quality of Education (significant progress) Safeguarding (reasonable progress) <p>NOCN external quality assurance rating is low risk.</p>	<ul style="list-style-type: none"> Aspire to achieve at least a 'strong' Ofsted rating. Maintain a low-risk rating for all external monitoring visits undertaken by Awarding Bodies.
PLANET	Carbon Reduction Plan (CRP).	<ul style="list-style-type: none"> The LUK ESG Report references the total baseline carbon emission (tcO2e for 2024). 	<ul style="list-style-type: none"> Review the LUK Carbon Reduction Plan in line with SBTi prior to enrolment.
	<ul style="list-style-type: none"> Scope 1: Direct emissions controlled or owned by the Company Scope 2: Indirect emissions generated Scope 3: All other Indirect emissions within the Company's value chain (upstream and downstream). 	<ul style="list-style-type: none"> Responsible sourcing as part of the LUK's purchasing plan. Increase understanding and credibility of LUK's EPD for customers. 	<ul style="list-style-type: none"> Increase supplier reporting that includes 10% improvement of scope 3 data year on year.
	Sustainable Sourcing and Environmental Management Systems (EMS).	<ul style="list-style-type: none"> ISO 14001 Supply chain assessment 	<ul style="list-style-type: none"> Embed ESG as part of the supplier on-boarding process. Recertifications of the ISO standards are maintained and improved.
PRODUCT	The standard for Environmental Product Declarations (EPDs) in the roofing industry is EN 15804.	<ul style="list-style-type: none"> The CRP has established a target to create Langley EPDs to report the environmental impact of products or materials transparently. 	<ul style="list-style-type: none"> Obtain EPDs from all in scope manufacturers. Capture the environmental impact of core products (water conservation, fuel poverty, and sustainable roofing materials).
PLACES	Develop of local, regional, and national ESG Plans that improve the lives of residents, and the environment they occupy.	<ul style="list-style-type: none"> Individualised creation of ESG Plans. 	<ul style="list-style-type: none"> Assess systematic Tools that improves the monitoring, tracking and impact of ESG activity.
	Enhance employee health, well-being, and happiness by creating a safe, sustainable, and inclusive office working environment.	<ul style="list-style-type: none"> 23% of employees strongly agree, and 53% agree that their working environment is conducive to their wellbeing and productivity. 	<ul style="list-style-type: none"> The data and insights from the employee survey illustrates an overall 10% betterment in employee health, productivity, and happiness.



3 Governance and Accountability

3.1 This policy applies to all the group's activities inclusive of but not limited to purchases, procurement activities and management of any future contracts that falls with the scope of LUK purchasing activity.

3.2 Supported by the ESG Working Group, Heads of Departments is required to implement the processes set out in this Policy and to ensure that credible data is collated and made available for analysis.

A separate term of reference sets out roles and responsibilities.

3.3 Environmental Management Systems (EMS) falls within the scope of the ESG Directorate for surveillance, recertification of ISO 14001, IWA 48:2024, ISO 26 000).

3.4 Annual auditing undertaken by the Institute of Social Value UK, enrolment to SBTi falls within the scope of the Policy to maintain sustainable and ethical practices towards verification prior to official reporting.

4 Review

4.1 Reporting to the LUK Group Chief Executive Officer (CEO), board responsibility for effective implementation of this policy will rest with the Director of ESG & People Development.

4.2 The ownership of this policy is held and reviewed by the LUK board at an annual interval.

Date: September 2025

Signature: