

Sustainability Policy

Enable Investment Holdings Limited is an award-winning consortium that provides a complete, in-house solution to infrastructure projects. Enable Infrastructure, Enable Infrastructure (Ireland) Ltd, Enable Hire, Enable Design and Enable Resourcing are customer-focused organisations operating across the UK and Ireland in rail, highways, and utility sectors. Our philosophy is to maintain and continually improve our record of providing work of the highest quality, in accordance with the clients' requirements, on time and within budget. We endeavour to work as a team in a spirit of co-operation with our clients' and their professional representatives, investing in social value through the delivery of integrated project solutions.

The culture of our business is underpinned by our core values. In our everyday behaviours, we place a great deal of focus on our values. This means working responsibly for our business and for our communities.

We outline our goals in our Sustainable Business Plan, within which we make clear our sustainability commitments under our five value areas. The areas of focus are integrated with one another to ensure that we meet the needs of our stakeholders, disseminate Best Practice, and take a proactive approach to sustainability throughout our operations. We will ensure that we engage and work closely with our employees, suppliers, and subcontractors to deliver sustainable solutions.

Productivity & Efficiency – we add value through productive and efficient ways of working

- Sourcing materials locally and using local labour to support local economies
- Operating a responsible supply chain with open and consistent engagement
- Using digital systems that have cost, time, and resource savings
- Hosting value engineering and resource efficiency workshops on our projects to identify efficiencies and opportunities

Safety & Wellbeing – we stay on the safe side and care for each other

- Providing a safe, healthy, supported, and equitable working environment for all employees
- Breaking down barriers and supporting the mental health of our workforce and supply chains
- Being a caring neighbour, reducing the impacts of our works wherever we can

Proactive Ownership Mindset – every day, we personally make a difference to create value

- Reducing the impact of our operations on the natural environment and enhancing it wherever possible
- Conserving and minimising the use of resources, making our operations more efficient and delivering low carbon solutions
- Managing our impacts on biodiversity and the natural environment, seeking opportunities to enhance biodiversity
- Preventing the degradation of the environment
- Sourcing responsibly and efficiently to reduce our consumption of natural resources

Collaboration – we believe in the power of working together

- Employing and engaging a diverse and skilled workforce
- Working collaboratively with our clients to foster good relationships and successful project delivery
- Working groups across the company help drive action and collaboration in our value areas

Continuous Improvement – we learn, innovate, and change our tomorrow

- Training our employees so that they are equipped to support the business
- Providing high quality services to achieve excellence in everything that we do
- Delivering high customer satisfaction
- Delivering long term social value which we can quantify
- Enabling, enhancing, and supporting local communities and leaving positive legacies
- Inspiring and training a future workforce and improving social mobility to help deliver a sustainable infrastructure for the future through our Alternative Resourcing Strategy

This Policy Statement and associated IMS procedures apply to all activities and work undertaken by the Enable Group. All employees and subcontractors are required to comply with this policy. They will be briefed on this and made aware of our expectations during the induction process and following any subsequent amendments. It will be accessible to all interested parties via SharePoint, noticeboards, the company website and is available on request.

The Directors of the Enable Group are committed to this Policy and are responsible for ensuring its arrangements are implemented and upheld. It will be reviewed annually and revised as often as may be deemed appropriate, and then brought to the attention of all interested parties.

Shane O'Halloran
Chief Executive Officer
 January 2025

Parent document:	N/A	Project Filing location:	N/A	Document Owner:	Chief Executive Officer
------------------	-----	--------------------------	-----	-----------------	-------------------------