



# Our Approach to Sustainability

2025

## Head Office

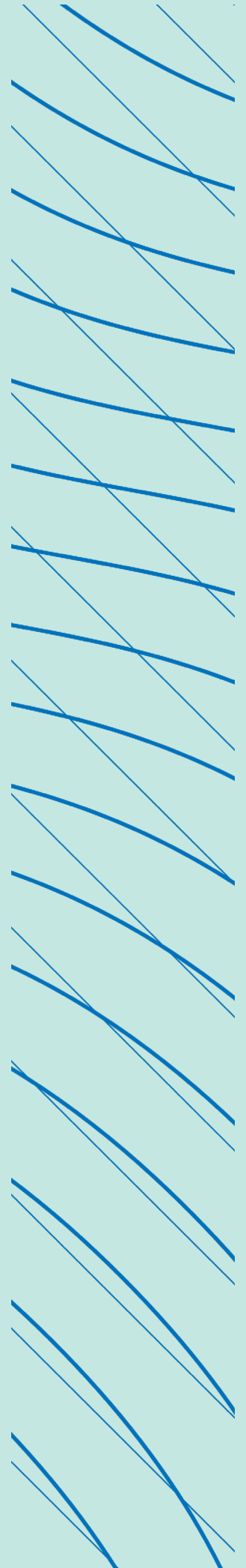
Limegrove House  
Caxton Road  
Bedford  
MK410QQ

## Cambridge Office

Royston Rd  
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CB23 3PN

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# A message from Adam Knaggs, Managing Director

The construction industry faces a critical challenge: how do we continue to build for the future while protecting it?

Sustainability is about more than reducing our environmental impact. It means building a business that is environmentally, commercially, and socially responsible for the long term. As our industry evolves, we are committed to working with our clients, colleagues, and communities to make continuous improvements and invest in a sustainable future.

Our approach to sustainability starts with how we run our business. As an employee-owned company, our Employee Benefit Trust plays a central role, promoting a culture of shared ownership and accountability. This model allows us to reinvest profits into long-term environmental and social initiatives, rather than focusing solely on short-term gains. We partner with a range of blue-chip

businesses, delivering sustainable buildings that meet high industry standards. While our clients set the objectives for each project, we take responsibility for areas within our control, reducing operational emissions, promoting sustainable construction practices, and maintaining accountability to stringent standards.

We have set clear sustainability targets: a 42% reduction in carbon emissions by 2030 and achieving net zero by 2045. Our commitment also extends to supporting our people and communities, ensuring our impact is positive and lasting.

This brochure outlines our sustainability approach and our ongoing efforts. We welcome our clients, partners, and communities to join us in creating a more sustainable future.



**Adam Knaggs**  
Managing Director, SDC





Adam Knaggs: Managing Director

# Sustained Performance

£246.9m Turnover 2024

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£21.46m Cash desposits held in Trust

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350 Employees

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3,337.30 Carbon Footprint 23-24  
(Target: 42% reduction by  
2030, 90% by 2045) tCO<sub>2</sub>e

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£75,000 Community investment in 2024

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100% of suppliers meet our ESG standards

---

98%–100% of waste diverted from landfill

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8,750 trees planted

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# Our Pillars of Sustainability

1.

Employee Benefit Trust

2.

Sustainable Construction Practices

3.

Carbon Reduction & Energy Efficiency

4.

Waste Minimisation

5.

Sustainable Transportation

6.

Biodiversity

7.

Community Impact & Social Responsibility

Pillar 1

# Employee Benefit Trust



# Investing in Our People

Sustainability is about more than just reducing our environmental impact. At SDC, it is central to how we operate and plan for the future.

Our Employee Benefit Trust (EBT), the first of its kind in the UK construction sector, places our employees at the heart of our business. This model prioritises long-term stability, fostering a sense of shared ownership and accountability.

## An Employee-Owned Business

Our EBT structure means that every SDC employee has a direct stake in the company's success, encouraging a culture of shared responsibility and long-term thinking. This approach enables us to:

- Reinvest profits into the business to support ongoing development.
- Balance economic, social, and environmental factors in decision-making.
- Maintain financial stability that benefits our workforce and local communities.
- Ensure reliable project delivery and consistent client support.

This structure positively impacts our staff retention, professional development, and employee wellbeing. Without external shareholders, we focus on fair wages, career growth, and a supportive workplace culture.

## How the EBT Supports Sustainability

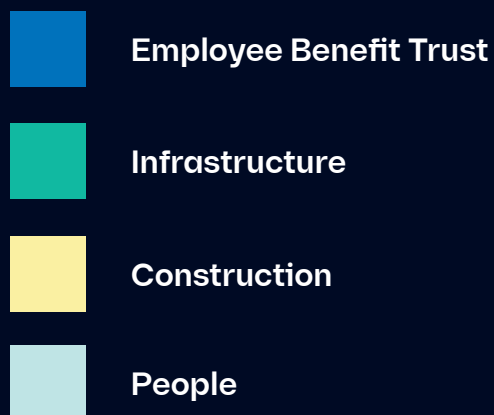
Our EBT model allows us to integrate sustainability into all aspects of our operations:

- **Sustainable Construction Practices:** We adopt low-carbon building methods, responsibly source materials, and explore innovative solutions aligned with our long-term goals.
- **Community and Stakeholder Engagement:** Our financial resilience enables support for charitable initiatives, apprenticeships, and local partnerships.
- **Employee Wellbeing:** We provide industry-leading benefits, including cost-of-living support, mental health services, and career training.

Our EBT model is not just a financial structure, it is a commitment to responsible growth, employee support, and long-term sustainability.

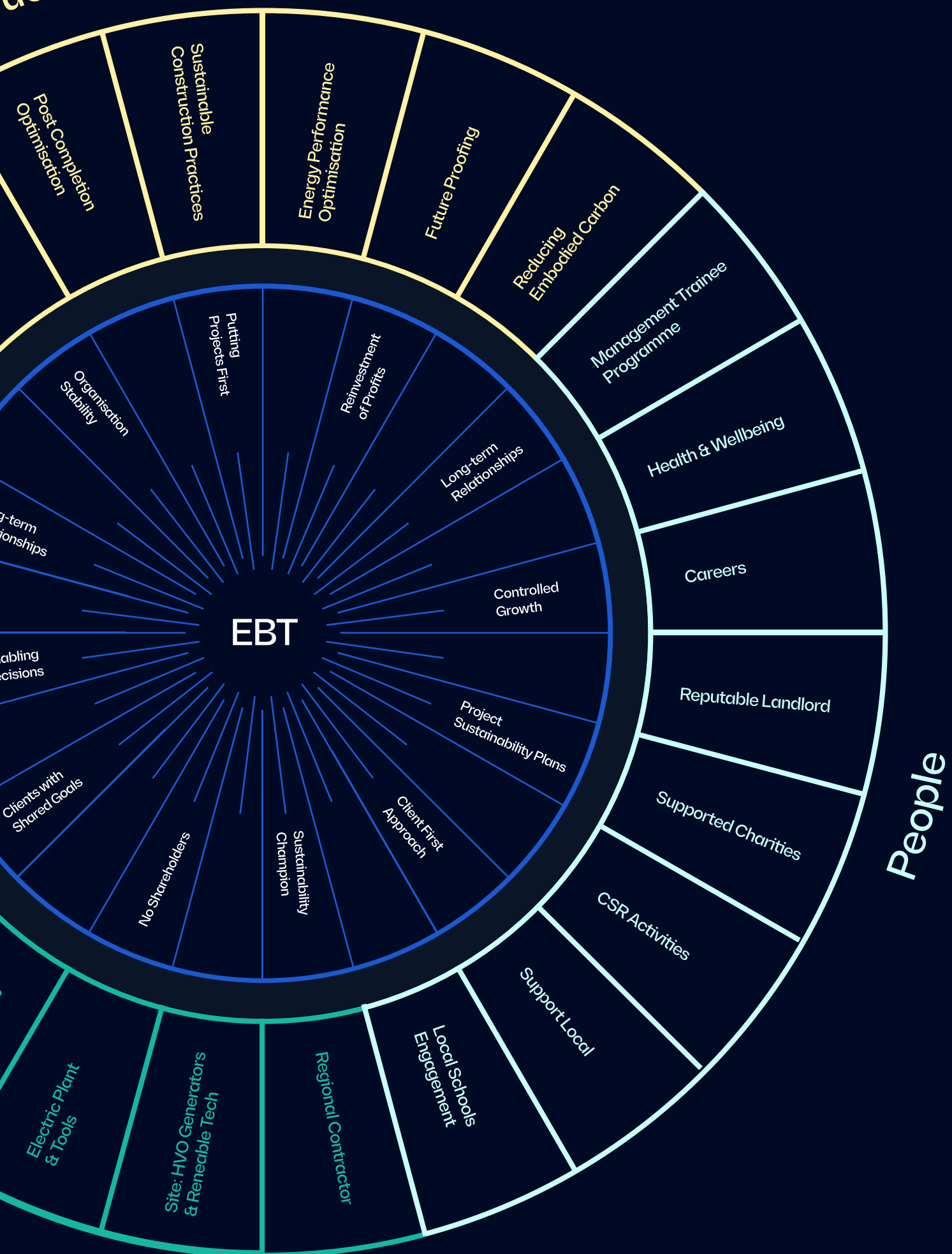
# Powering Long-Term Resilience

Our EBT is the centre point of our business, connecting everything we do. It guides our decisions and embeds sustainable thinking at every level.





Production



People

Pillar 2.

# Sustainable Construction Practices



# Design & Construction

At SDC, we believe sustainable construction is about creating buildings that respect the environment, support communities, and enhance long-term resilience. We embed responsible practices throughout the life cycle of our projects, from material selection to energy efficiency, waste reduction, and circular economy principles. By continuously pushing the boundaries, we create resilient, low-impact buildings that stand the test of time.

## Designing for Sustainability

We integrate sustainability from the earliest design stages, working closely with clients and project teams to minimise environmental impact. Our approach prioritises:

1. Passive design strategies to optimise natural light, ventilation, and insulation.
2. Energy-efficient systems, such as air source heat pumps and photovoltaics, reducing reliance on fossil fuels.
3. Sustainable procurement, ensuring responsible sourcing of materials with low embodied carbon.



## Sustainability in Action

Student accommodation,  
Lucy Cavendish College

This award-winning Passivhaus project showcases our commitment to sustainable design. The use of Cross Laminated Timber (CLT) in the frame significantly reduced embodied carbon, while low-carbon cement replacements in the concrete elements further enhanced sustainability. The building also integrates highly efficient sanitaryware, reducing water consumption and supporting biodiversity through an integrated landscape drainage strategy.





## Sustainable Materials & Circular Economy

Materials play a key role in sustainable construction. Our focus includes:

- Low-impact materials such as recycled aggregates, sustainably sourced timber, and alternative cements.
- Offsite manufacturing to reduce waste and improve quality control.
- Designing for deconstruction, ensuring materials can be reused or repurposed at the end of a building's life.



## Sustainability in Action

Civil Engineering Building,  
University of Cambridge

Designed with circular economy principles, this project prioritised structural longevity, adaptability, and material reuse. The structural frame was selected based on life cycle energy calculations, while key components were designed for future disassembly and reuse.

Energy efficiency was enhanced through passive design strategies, while responsibly sourced materials and low-carbon concrete alternatives reduced environmental impact. the project achieved BREEAM 'Excellent' certification and an A-rated EPC.

# Our Commitments & Goals

1. Prioritise low-carbon materials such as recycled aggregates, sustainable timber, and alternative cements.
2. Implement modular and offsite construction methods to reduce waste and improve efficiency.
3. Transition to fully electrified site equipment where feasible by 2035.
4. Advocate for BREEAM and Passivhaus standards in all future projects.

Pillar 3.

# Carbon Reduction & Energy Efficiency



We are committed to reducing our carbon footprint and enhancing energy efficiency across all aspects of our operations.

# Working Towards Carbon Zero

From transitioning to renewable energy sources to adopting low-carbon construction methods, we are taking decisive steps to minimise environmental impact while delivering high-performance buildings. Our strategy aligns with science-based targets, aiming for a 42% reduction in carbon emissions by 2030 and achieving net zero by 2045.

## Cutting Carbon in Construction

Construction is a resource-intensive industry, but through innovation and strategic decision-making, we are actively lowering our carbon footprint. Our key initiatives include:

- Switching to low-carbon fuels, such as Hydrotreated Vegetable Oil (HVO), reducing reliance on traditional diesel.
- Electrifying our fleet, with a transition plan to increase electric and hybrid vehicles across company operations
- Encouraging low-carbon material use, including cement replacements and responsibly sourced timber.
- Optimising logistics and site planning to reduce unnecessary transportation and fuel consumption.

## Carbon Neutral Certification

We attained Carbon Neutral Company certification for the period of 1st October 2022 – 30th September 2023. This reflects our ongoing efforts to reduce emissions and offset remaining emissions. For the 2022-23 period, we purchased 3,715 total credits across four separate avoidance and removal projects.

These projects also provide wider benefits for local communities in alignment with the United Nations' Sustainability Development Goals. We are committed to progressively reducing our emissions over time, while annually measuring and offsetting any residual emissions on our journey to net zero by 2045.



## Sustainability in Action

Lockton House (Brooklands),  
Cambridge

As Cambridge's first net zero carbon office development, this project incorporated BREEAM 'Excellent' standards, rooftop solar PV panels, and rainwater harvesting to minimise operational energy use. By integrating energy-efficient building systems, the project significantly reduced carbon emissions while delivering long-term sustainability benefits.







## Investing in Renewable Energy

Reducing carbon emissions requires a shift towards renewable energy. We are making this transition by:

- Installing photovoltaic (PV) panels across our offices and site accommodations.
- Securing 100% REGO-certified electricity contracts for all SDC-owned properties.
- Encouraging clients to procure renewable electricity for site operations under their control.



## Sustainability in Action

SDC Head Office,  
Limegrove House, Bedford

Our headquarters underwent extensive energy efficiency upgrades, including solar panel installation, triple glazing, enhanced insulation, and LED lighting retrofits. These improvements have significantly reduced operational energy demand while supporting SDC's long-term sustainability goals.



## Energy-Efficient Construction Practices

Reducing energy consumption isn't just about operational efficiency—it starts at the construction stage. We embed energy efficiency into our projects through:

- Hybrid and electric site equipment, reducing fossil fuel use during construction.
- Passive design strategies, optimising building orientation, insulation, and ventilation for minimal energy demand.
- Smart site cabins, incorporating LED lighting, high-efficiency heating, and renewable power sources.
- Prefabrication and modular construction, cutting energy use and waste by reducing on-site processes.

## Sustainability in Action

Civil Engineering Building,  
University of Cambridge

This project was designed to minimise energy use throughout its lifecycle, with a high-performance building envelope, passive cooling techniques, and renewable energy integration. The design ensures long-term carbon savings while maintaining flexibility for future adaptation.



# Our Commitments & Goals

1. Maintain a minimum of 98% waste diversion from landfill through reuse and recycling.
2. Reduce overall waste generation per project by 1% annually.
3. Expand Materials Consolidation Centres to improve resource efficiency across multiple sites.
4. Equip employees with carbon literacy training to support informed decisions on our path to net-zero.

Pillar 4.

# Waste Minimisation



Waste minimisation is a fundamental pillar of our sustainability approach. The construction industry accounts for approximately 62% of the UK's total waste, making it one of the largest contributors. For us, reducing waste is more than just about efficiency—it's a core commitment to sustainable construction.

# Our Approach to Waste Minimisation

Our waste reduction strategy focuses on three key areas: design efficiency, procurement improvements, and on-site waste management.

## Design Efficiency

- We use standardised designs and modular construction techniques to reduce excess material off-cuts.
- 3D CAD modelling and 3D printed mock-ups allow us to test complex design interfaces before construction, reducing material waste from errors and rework.

## Procurement Improvements

- Materials are accurately scheduled to prevent over-ordering and unnecessary waste.
- Bulk purchasing directly from suppliers reduces excessive packaging and transportation emissions.



## On-site Waste Management

Materials play a key role in sustainable construction. Our focus includes:

- Materials Consolidation Centres which allow for the centralised storage and distribution of materials across multiple sites, minimising waste from damage and unnecessary packaging.
- Physical mock-ups, produced for intricate construction components to understand sequencing and avoid material wastage.



## Circular Economy and Recycling

We are committed to diverting at least 98% of our on-site waste from landfill, ensuring that materials are reused, recycled, or converted to energy. Our recycling efforts include:

- Segregating waste into dedicated skips for timber, metals, plasterboard, plastics, and cardboard.
- Reclaiming, reusing, and recycling demolition materials wherever possible.
- Community partnerships such as the Community Wood Recycling Scheme, a social enterprise that repurposes wood waste while creating jobs for disadvantaged individuals.
- Donating surplus materials to local schools, scout groups, and community projects to promote circular use.

# Our Commitments & Goals

1. Maintain a minimum of 98% diversion from landfill through reuse, recycling, or energy conversion.
2. Reduce waste generation by 1% per year, measured in tonnes per £1 million turnover, against our 2022-23 baseline.
3. Appoint 'Waste Champions' on all sites to oversee waste segregation and disposal.
4. Expand monitoring systems to track and improve waste minimisation efforts across projects.



Pillar 5.

# Sustainable Transportation



# Sustainable Transportation

Transportation is a major contributor to our carbon footprint, accounting for over 30% of our total emissions when considering fuel use, business travel, and our vehicle fleet. We are implementing a multi-faceted approach to decarbonising transport and minimising the environmental impact of our mobility strategies.



## Alternative Fuels and Energy Efficiency

- Hydrotreated Vegetable Oil (HVO) fuel is used in place of diesel for plant machinery and generators, reducing emissions by up to 90%.
- Hybrid battery energy storage systems are integrated into our sites to reduce reliance on fossil fuel-powered generators.

## Reducing Fleet Emissions

We are transitioning our fleet away from fossil fuels, moving towards a fully electric and hybrid vehicle fleet by 2030.

Our Fleet electrification goals:

- Replacing diesel vans with low-emission and fully electric alternatives.
- Installing EV charging infrastructure at all office locations and selected project sites to encourage adoption.
- 75% of company cars are already hybrid or electric, with a target of 80% EV adoption by 2025.





# Encouraging Sustainable Commuting and Business Travel

## Car Sharing and Active Travel

- We have car-sharing initiatives for employees and are expanding our cycle-to-work scheme to further encourage active commuting.
- EV salary sacrifice schemes are available to support employees in transitioning to electric vehicles.

## Public Transport & Remote Work

- We subsidise public transport passes for employees who opt for greener commuting options.
- Hybrid working policies reduce unnecessary travel, cutting emissions associated with office commutes.





# Our Commitments & Goals

1. 100% of SDC fleet to be electric or hybrid by 2030.
2. Reduce fleet and business travel emissions by 7% per year to stay on track with our 42% carbon reduction goal by 2030.
3. Expand EV charging infrastructure across all SDC offices and selected project sites.
4. Promote public transport, car-sharing, and active commuting to reduce employee commuting emissions.

## Pillar 6.

# Biodiversity



We recognise that biodiversity is fundamental to environmental sustainability. As part of our commitment to enhancing ecosystems, we integrate biodiversity considerations into our projects, ensuring that our construction activities support natural habitats and minimise disruption.

# Our Approach to Biodiversity Conservation

Our biodiversity initiatives focus on three key areas: habitat creation, ecological protection, and sustainable land management.



## Habitat Creation

Our SDC Woodland Creation Project in Olney, Bedfordshire, is a flagship biodiversity initiative that involves planting 8,750 trees across a 3.5-hectare mixed broadleaf woodland to maximise carbon sequestration and ecosystem restoration. We have incorporated a 35-tree orchard into the site to encourage pollinator activity and provide a long-term, sustainable green space for the community.

## Ecological Protection

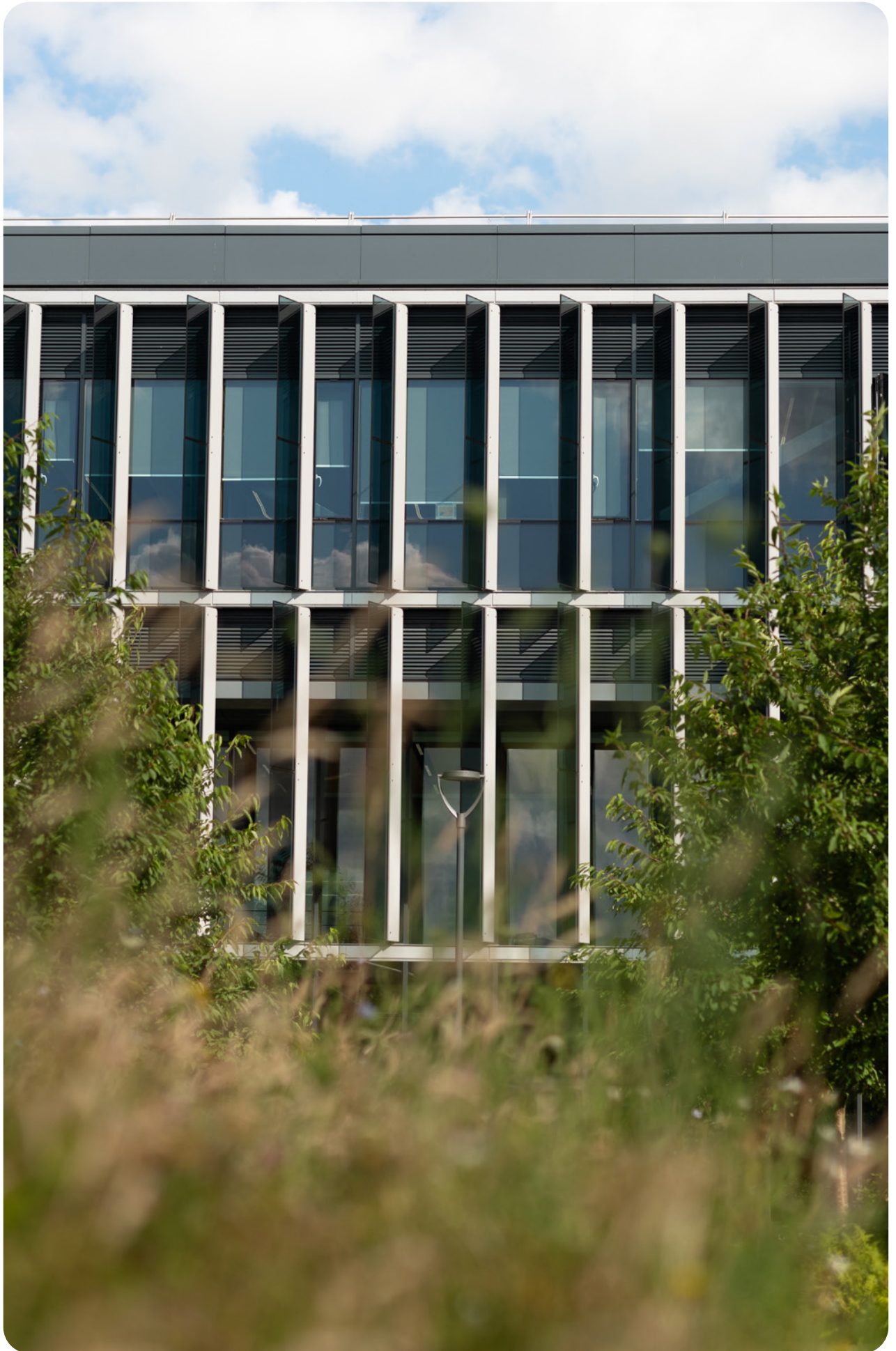
Before starting any project, we conduct ecological impact assessments to safeguard protected species such as bats, birds, and voles. We enforce Tree Protection Orders (TPOs) across all our sites to protect mature trees from unnecessary removal.



## Sustainable Land Management

Where possible, we incorporate green roofs, rain gardens, and native planting schemes to improve biodiversity in urban environments. We implement watercourse protection strategies near rivers and streams, ensuring compliance with the UK Government's Pollution Prevention Guidelines.





# Our Commitments & Goals

1. Expand our biodiversity net gain approach across all SDC projects by 2025.
2. Increase native tree planting across construction sites to support biodiversity and air quality improvements.
3. Continue strategic partnerships with conservation organisations such as the Forest of Marston Vale to enhance green infrastructure.
4. Implement ecological monitoring and reporting to measure the impact of our biodiversity initiatives.



Pillar 7.

# Community Impact & Social Responsibility



As proud members of our community, we are committed to creating a lasting positive legacy. We recognise our role in shaping stronger, more resilient communities and driving positive social impact. Through our community engagement initiatives, charitable contributions, and commitment to workforce well-being, we strive to leave a lasting legacy of support and inclusion.



## Investing in Local Communities

We actively support the communities in which we operate, ensuring our projects contribute meaningfully beyond construction. Our Community Fund, established in 2015, directs a portion of our profits to charitable causes, providing both financial aid and hands-on involvement.

Over the past year, we have donated over £38,000 to charities and initiatives, including:

- Sponsorship of local sports teams, such as Sandy Tigers FC and Hemel Hempstead Cricket Club
- Funding for educational programmes, including Lego therapy kits for children at Ursula Taylor C of E School
- Donations to food banks and homelessness charities, including Bedford Foodbank and Oxfordshire Homeless Movement.

Additionally, our corporate volunteering initiatives empower our employees to contribute their time and expertise to community projects. We collaborate with schools, offering site visits, career mentorship, and hands-on workshops to inspire the next generation of professionals in the built environment.

## SDC & Age UK – Befrienders

We are proud to support Age UK Bedfordshire through a colleague volunteering scheme. Team members volunteer as telephone Befrienders, making regular 20-minute calls to offer companionship to older individuals in our community who may be experiencing loneliness. This simple yet meaningful initiative reflects our commitment to supporting community wellbeing beyond our construction projects.



## Supporting Local Sport: Sponsoring Bedford Blues

We are proud sponsors of Bedford Blues, reinforcing our commitment to local communities and wellbeing. Our sponsorship helps support the club's development programmes, enabling players of all levels to thrive. By investing in community sport, we promote teamwork, health, and inclusivity, values that align with our approach to business and sustainability.



## Employee Wellbeing

As an EBT, we are structured to prioritise the well-being of our people. Our initiatives include:

- 24/7 employee assistance programme (EAP) - Free access to counselling and professional advice.
- Mental health support - Confidential access to trained mental health champions and tailored well-being plans.
- Wellness initiatives - Regular mindfulness sessions, fitness challenges, and wellbeing workshops.

## Wellbeing in Action: F1 Racing Car Simulator

We own an F1 racing car simulator, which we take on tour annually around our sites to raise funds for Mind, the mental health charity, and to raise awareness of mental health issues. Over £3,700 was raised in the May 2024 tour, bringing the overall total to £9,072 since the tours began. The tour is accompanied by several SDC mental health first aiders, giving us the opportunity to provide support and raise awareness for our on-site supply chain.







## Employee Development: Unlocking Potential

We are committed to investing in our people, ensuring they have the skills and opportunities to grow. Through high-quality training, career progression support, and professional development programmes, we empower employees to reach their full potential.

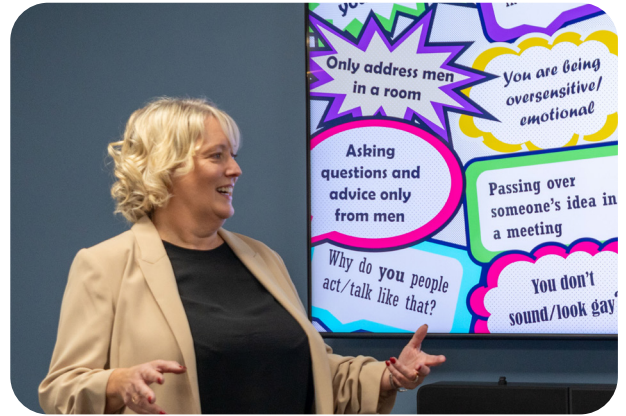
Our initiatives include:

- A purpose-built training facility and in-house training coordinator.
- Access to iHASCO training programmes for all employees.
- Role-specific training plans and on-the-job learning.
- Courses available to our supply chain partners.

Between 1st October 23 to 30th September 2024, SDC undertook the following training sessions:

- 22 individual internal training courses were held covering 9 different topics, with 245 attendees and a total of 526 training days delivered.
- 93 individual external training courses were held covering 19 topics, with 126 attendees and a total of 211 training days delivered.
- A total 3,962 eLearning courses were completed, over 1,799 hours.

By prioritising development, we create a skilled and motivated workforce, ensuring long-term success for both our employees and the business.



## Building an Inclusive Workplace: Diversity & Inclusion Training

We are committed to fostering a diverse and inclusive workplace where everyone feels valued and respected. Our diversity & inclusion training equips employees with the knowledge and skills to promote equality, challenge bias, and create a more inclusive working environment. Through workshops, leadership training, and awareness initiatives, we ensure that inclusivity is embedded in our culture, strengthening our teams and the communities we serve.

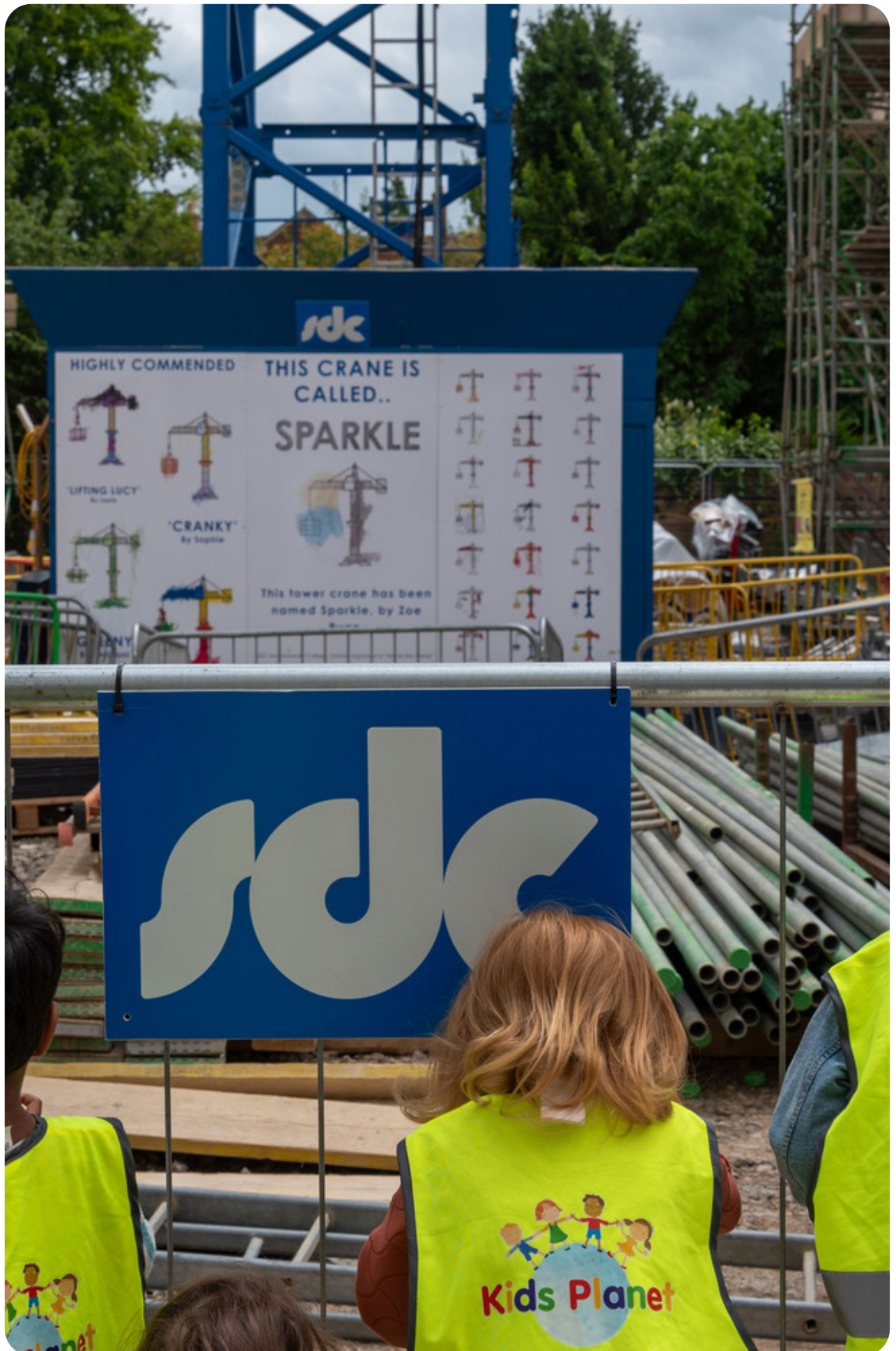
### Training in Action: Toolbox Talks

Toolbox Talks as an essential part of our commitment to sustainability, health, and safety on our construction sites. These short, focused discussions are delivered regularly to our teams and subcontractors to reinforce key environmental, safety, and welfare messages.

We use Toolbox Talks to educate and engage our teams on a range of sustainability topics, including:

- Carbon Reduction Strategies
- Environmental Impact & Biodiversity
- Waste Minimisation & Circular Economy

By making these sessions a regular part of our daily operations, we ensure that sustainability isn't just a policy—it's something we all take ownership of and put into action across our sites and supply chain.



# Our Commitments & Goals

1. Strengthen community engagement initiatives by expanding partnerships with local schools, charities, and organisations to support education, employment, and social development.
2. Enhance employee well-being and inclusivity by providing industry-leading benefits, mental health support, and career development opportunities to create a supportive workplace.
3. Increase investment in social responsibility projects, ensuring a percentage of annual profits is allocated to community-driven sustainability programs and apprenticeship schemes.
4. Promote ethical business practices and sustainable procurement, working closely with responsible suppliers and subcontractor who align with SDC's sustainability values.



# Sustainable Stories



Meet  
Ian Riley-Brown,  
Sustainability Lead

## What does sustainability mean to you?

To me, sustainability means making responsible choices to minimise our environmental impact while supporting the communities where we operate. It's about protecting natural resources, enhancing biodiversity, and improving well-being. At SDC, my role involves assessing our environmental footprint, identifying ways to reduce it, and implementing effective sustainability initiatives. My focus is on delivering measurable, practical solutions that align with our commitment to a greener future.

## Which initiative and project are you most proud of?

I take pride in our annual carbon footprint analysis, which has driven impactful carbon and energy reduction initiatives. Our efforts led to a 10% emissions reduction in the first year, surpassing the 7% annual target needed for a 42% cut by 2030. I'm especially proud of SDC's woodland creation initiative, which enhances biodiversity, supports climate action, and provides a social space for staff. Collaborating on land sourcing, funding, and planting has been incredibly rewarding.

## How do you ensure sustainability is embedded across all teams?

Embedding sustainability requires education, training, accessible resources, and streamlined processes. Clear communication and integration into daily operations are key to success. We achieve this through mandatory sustainability training, supported by guidance documents, toolbox talks, and process information cards. Our BPS department provides expert advice within SDC's ISO 14001:2015 Environmental Management System. This structured approach ensures sustainability is deeply embedded across all teams and remains a core part of our business.

## What does the future of sustainability at SDC look like?

SDC is driving a future of sustainability through innovation and commitment to carbon reduction. The company is transitioning to a greener fleet, integrating renewable energy, and improving efficiency across its operations. By investing in cleaner technologies and reducing reliance on fossil fuels, SDC is creating a more sustainable way of working. The long-term vision is to achieve net-zero carbon, balancing emissions with responsible offsets while continuously improving energy efficiency.

# Partnerships, Accreditations & Awards

Sustainability is a shared responsibility. Our progress is driven by the partnerships we form, the standards we meet, and the industry recognition we earn for advancing sustainable construction

# Sustainability Partnerships

Collaboration is key to achieving meaningful sustainability goals. We work closely with leading industry organisations and sustainability initiatives to drive progress, share best practices, and implement innovative solutions.



## Science Based Targets initiative (SBTi)

We align our emissions reduction goals with global climate science to achieve net zero by 2045.



## Forest of Marston Vale

We support woodland creation and biodiversity enhancement through our Olney woodland project.



## Considerate Constructors Scheme (CCS)

We ensure high environmental and social standards across our construction sites.



## Supply Chain Sustainability School

We collaborate with suppliers to promote responsible sourcing and low-carbon materials.

# Accreditations & Certifications

Our sustainability efforts are backed by rigorous certifications that demonstrate our commitment to best practices in environmental management, ethical business, and responsible construction.



## ISO 14001:2015

Our Environmental Management System certification ensures we continuously improve how we reduce our environmental impact.



## ISO 9001:2015

Our Quality Management System certification reinforces our commitment to high standards in project delivery.



## ISO 9001:2015

Our Occupational Health & Safety certification supports a safe and sustainable working environment.

The BREEAM logo, featuring the word 'BREEAM' in green capital letters with a registered trademark symbol.

## BREEAM Certification

We deliver projects that meet the highest sustainability benchmarks in building performance.



## Passivhaus Certification

We design and construct ultra-low energy buildings for long-term sustainability.

The REGO Energy logo, featuring the word 'REGO' in black capital letters and 'Energy' in black capital letters.

## REGO-Certified Energy

We ensure our office and site electricity comes from 100% renewable sources.



# Achievements

We are proud that our sustainability efforts have been recognised by industry bodies and sustainability leaders. Recent awards include:



## RoSPA Order of Distinction

Recognising excellence in health, safety, and sustainability.



## BCO National Awards 2024

Acknowledging best practices in sustainable office development.



## David Mackay Award for Engineering and Sustainability

Awarded to the Civil Engineering Building, University of Cambridge.



## Considerate Constructors Scheme Gold Award

Highlighting our commitment to responsible site management.

# Goals & Governance



## Our Commitment to a Sustainable Future

At SDC, we build our sustainability strategy on clear, measurable goals, robust governance, and a well-defined road map to achieve lasting environmental and social impact. We are committed to reducing our carbon footprint, enhancing biodiversity, and driving sustainability across all aspects of our operations.

## Our Governance Framework

Our Government framework includes:

- Board-level oversight: Regular sustainability performance reviews to track progress against key targets.
- Sustainability integration: Embedding sustainability into procurement, construction practices, and corporate operations.
- Stakeholder engagement: Collaboration with employees, clients, and supply chain partners to drive industry-wide change.

## Governance Chart

Our sustainability efforts are backed by rigorous certifications that demonstrate our commitment to best practices in environmental management, ethical business, and responsible construction.

## Driving Progress & Accountability

- Publish annual sustainability reports to track progress.
- Align our strategies with UK government policies and international climate targets.
- Engage with stakeholders to ensure continuous improvement and best practice adoption.

By embedding sustainability into every aspect of our operations, we are not just reducing our environmental impact—we are creating a positive legacy as a resilient and responsible business in the construction industry.

# Governance Board Structure



**Adam Knaggs**  
Managing Director



**Dan Changer**  
Director



**Jonathan Richardson**  
Director



**Carl Bennett**  
Director



Sustainability governance at SDC is overseen at the highest level, with our Managing Director, Adam Knaggs, bearing ultimate responsibility. Our sustainability strategy is collaboratively managed by the Board of Directors. This team ensures that sustainability remains integral to our business strategy, from policy development to project implementation.



**Francis Shiner**  
Chairman



**Andrew Mitchell**  
Director



**Andrew Shiner**  
Director



**Gary Wykes**  
Director

# Road Map to Net Zero



## 2022-2023 Baseline Year

### Targets

Established Baseline Carbon Footprint: 3,714.91 tCO<sub>2</sub>e across Scope 1, 2, and 3 emissions.

CarbonNeutral® Company Certification:  
Achieved through offsetting 3,715 tCO<sub>2</sub>e with verified projects.

### Initiated Sustainability Measures:

- 1. Installed PV panels at office locations.
- 2. Transitioned company car fleet to 75% electric vehicles.
- 3. Began using HVO fuel in place of diesel for on-site generators.



## 2024-2025 Year 1 of Carbon Reduction Plan

### Targets

7% annual reduction in emissions to stay on track for a 42% reduction by 2030.

Company Fleet: Eliminate all petrol/diesel-only cars.

Fleet Composition: Achieve 80% electric and 20% hybrid company car fleet.

### Actions:

- 1. Replace 10 company vehicles with hybrid/EV models (reducing ~8.14 tCO<sub>2</sub>e).
- 2. Increase on-site PV installation and hybrid generator use.
- 3. Implement grey fleet business mileage reduction strategies.



## 2030 Year 5 of Reduction

### Targets

Emissions Reduction: 42% reduction in carbon emissions by 2030 from the 2022-23 baseline.

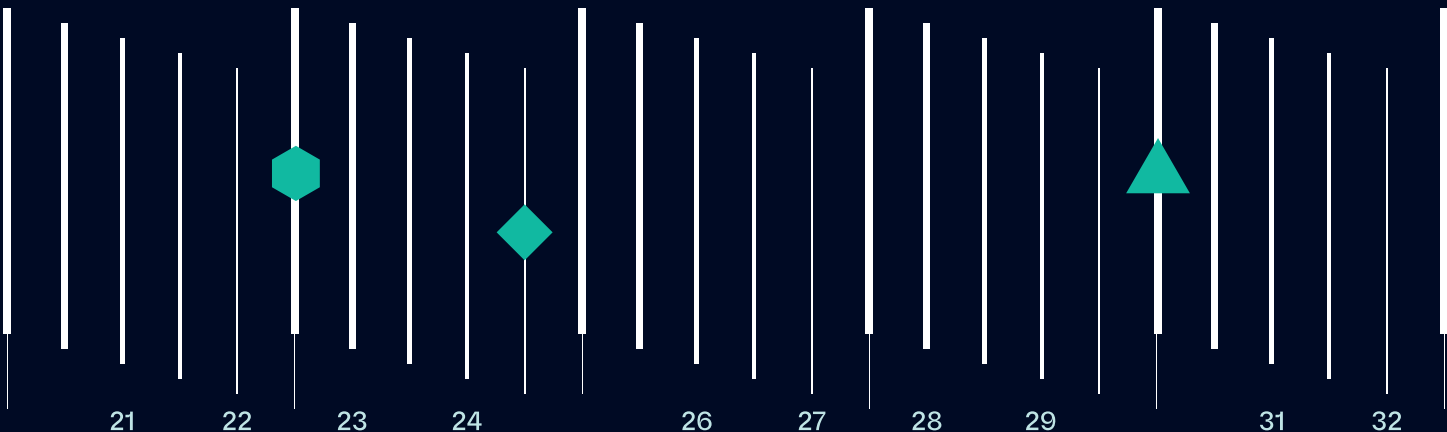
### Energy Initiatives:

- 1. 100% REGO-certified electricity for all office and site facilities.
- 2. Install PV systems on all site facilities.
- 3. Reduce on-site generator use by 25% through better load management and storage hybrid generator use.
- 4. Cut site electricity consumption by 20% through cable management, better installation, better equipment.

2020

2025

2030



## Carbon n Plan

n: Achieve a 42%  
emissions from  
e).

ified electricity for  
operations.  
s at all office

enerator fuel use  
battery energy  
generators.  
ty consumption by  
in upgrades (PV  
er insulation).

## 2035 Year 10 of Carbon Reduction Plan

### Targets

Fuel Transition: Use 100% HVO fuel in all  
non-electric machinery across sites.

## 2045 Year 15 of Carbon Reduction Plan

### Targets

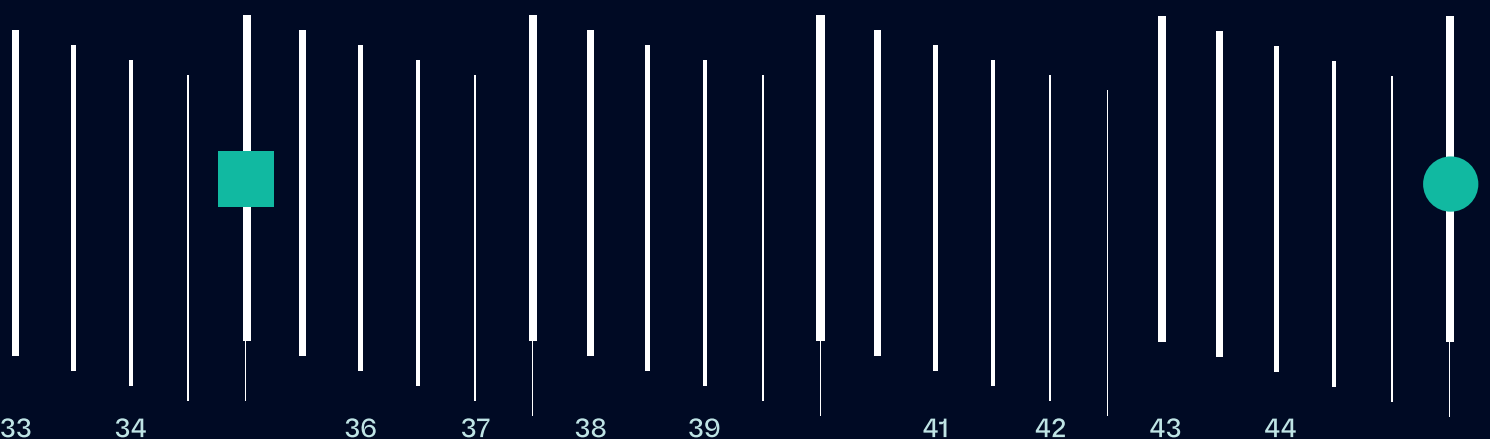
Net-Zero Goal: Achieve a 90% reduction  
in emissions compared to the 2022-23  
baseline.

Annual Carbon Neutrality: Maintain  
carbon neutrality by offsetting residual  
emissions until full net-zero is achieved.

2035

2040

2045





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