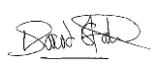
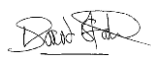
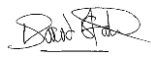



ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

Revision	Description	Originated	Checked	Authorised	Date
C	Reviewed. No changes	GT	SDS		26/03/2024
D	Reviewed/Updated: added 2 new sections: 3.1 Social value policy & 4.2 - anti slavery statements	GT	SDS		15/04/2025
E	Reviewed	GT	SDS		11/12/2025
F	Reviewed & updated. Added 4.4 Whistleblowing Commitment Statement	GT	DM		26/03/2026

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1 INTRODUCTION

S I Sealy & Associates Ltd is one of the foremost building services engineering consultancies, with over 75 years' experience across all market sectors. Our design philosophy is to provide a flexible, tailored approach, utilise the latest proven technology and deliver cost-effective solutions to achieve the highest possible standards towards our client and project goals.

Performance against objectives will be reported to senior management at least once a year. This policy will be reviewed annually and made available to all interested parties upon request.

To meet its specific responsibilities, the Company will:

- Define policy, procedures, and accountabilities to ensure continual improvement.
- Take appropriate steps to ensure compliance with the Environmental Protection Act and its regulations towards prevention and pollution
- Comply with applicable legal requirements and with other requirements to which the company subscribes.
- Set objectives and targets.
- Continuously improve through our internal audit and management review programmes.
- Comply with applicable legal and other requirements to minimise our environmental impact.

Other key areas for attention include:

- Ensure that site audits are regularly carried out to assess and monitor risk to the environment
- Strive to improve our environmental performance. Use our skills and influence to improve the built environment and to maintain the integrity and quality of cultural environments.

2 Environmental

S I Sealy are committed to the protection of the environment; we are committed to continual improvement of its Environmental Management System to enhance environmental performance and conforming with its compliance obligations. Environmental impact of our services and the protection of the environment. The company's Environmental Policy is fully supported by its Senior Management Team. *We achieve carbon-neutral status in accordance with the ISO14068-1 standard.* Consistent with our approach to reducing the carbon impact of our projects, making our company carbon neutral is an essential milestone on our net-zero journey and provides us with the scope to focus on reducing our total carbon emissions year on year.

The company will review all its activities and operations in order to identify/evaluation environmental aspects and impacts and subsequently undertake actions to address them. The company seeks to influence all parties of the life cycle of its products and services, and create an environmentally friendly ethos amongst its staff, contractors and suppliers. Minimise the greenhouse gas emission from our business travel and buildings estate.

- Reduce our carbon emissions year on year in accordance with ISO14068-1

- Provide greener solutions to our clients' requirements. The minimisation of emissions to air, water and land.
- The management of harmful products and materials.
- The conservation of resources and energy.
- Provide employees with adequate information, instruction and training.
- Take appropriate steps to assess and manage risks.
- Investigate and report accidents and incidents of an environmental nature and implement solutions to prevent recurrence.

2.1 Impact and Sustainability

- Deliver projects recognised for their sustainability credentials, in line with client expectations.
- Endeavour to prevent pollution and reduce the environmental impact of the buildings we design.
- Maximise the use of modern technology (such as Teams, 3D Virtual surveys) to minimise our travel carbon footprint
- Promote the use of all electric through Salary Sacrifice Schemes to minimise our travel carbon footprint.
- Maximise the use of public transport to travel to site
- Operate & maintain ISO 14001 (Environmental Management Standard).
- Aim to use resources efficiently and to minimise waste, usage of water, energy and other consumables.
- Implement a strategy to move towards minimising carbon emissions in its operations.
- Evaluate projects with respect to their sustainability risks and opportunities and, where appropriate, work with the client to deliver a more sustainable outcome, working towards AGMA's ambition to be Carbon Neutral by 2038
- Report on our sustainability performance and achievements.
- Promote sustainable practices and comply with legal and other requirements that relate to its environmental aspects.

2.2 Supply Chain

- Ensure sustainable criteria are included in the specification to suppliers.
- Implement a strategy for the firm to move towards sustainable procurement of the goods and services used in its operations.
- Give preference to products and services that can be manufactured, used and disposed of in an environmentally and socially responsible manner.
- Ensure suppliers environmental credentials are considered in the appraisal process.

3 Social

3.1 Social Value Policy

At S I Sealy, we recognize that our role as an engineering consultancy extends beyond the technical aspects of our projects. We are committed to creating positive social value and supporting the communities in which we operate. This policy outlines our commitment to integrating social value considerations into our business practices and project delivery.

Our Commitment:

Community Engagement: We actively engage with local communities to understand their needs and priorities. Through open dialogue and collaboration, we aim to ensure that our projects contribute to community well-being and enhancement.

Education & Training Engagement: We actively engage with local schools and colleges and attend Career days to promote the work of building services engineers and the career opportunities that we offer

Sustainable Practices: We are dedicated to delivering sustainable engineering solutions that minimize environmental impact and promote long-term ecological health. Our projects are designed with sustainability in mind, focusing on resource efficiency and resilience.

Job Creation and Skills Development: We strive to create opportunities for local employment and apprentice programs, supporting the development of skills within the community. We prioritize hiring local subcontractors and suppliers to bolster the local economy.

Diversity and Inclusion: We believe in fostering a diverse and inclusive workplace. This reflects our commitment to equal opportunity and representation, ensuring that diverse perspectives shape our projects and workplace culture.

Community Investment: We support initiatives and programs that benefit the community, whether through sponsorship, volunteerism, or charitable donations. Our aim is to enhance the quality of life for community members through strategic investments.

Measuring Impact: We regularly assess and report on the social impact of our projects, ensuring transparency and accountability. By measuring outcomes, we can continuously improve our contributions to social value.

Conclusion:

Through this Social Value Policy, S I Sealy is dedicated to aligning our engineering consultancy services with the principles of social responsibility. We believe that by supporting our community, we can create a better future for all stakeholders involved. Together, we can engineer not only innovative solutions but also a lasting positive impact.

3.2 Wellbeing and development of our employees

The recruitment, retention and development of talented individuals is key to the ongoing success and growth of our business. Induction training provides new employees with health and safety awareness and familiarisation with our business.

We recognise that our activities have a significant impact on the quality of lives. We offer our employees clear and fair terms of employment and provide resources to enable their continual education and professional & personal development. Giving our time, experience, assistance, and benevolence within our social and business community wherever possible.

3.3 Supporting policies

S I Sealy has a range of supporting policies to ensure that our people are provided with a safe, secure and attractive working environment. These policies include:

- Health & Safety Policy
- Sick Pay Policy
- Hybrid Working Policy
- Disciplinary & Capability Policy
- Equal Opportunities Policy

3.4 Working Environment

Working environment is affected by factors including health and safety, security and working hours. A poor working environment can damage your health and put your safety at risk.

A safe and healthy workplace which is suitable for all who work in or visit.

This means that SISEaly look at issues such as space, cleanliness, lighting and ventilation and adequate toilet, washing and changing facilities.

Workplace dangers are not always obvious but paying attention to these issues and those related to areas such as emergency lighting, suitable floors, safe traffic routes, windows and doors will help to achieve this.

Working practices and conditions that seem harmless can eventually lead to serious illness.

SISEaly has a good maintenance, ventilation, temperature control in place, emergency lighting checks, good ergonomic workstations, lift service checks, engineers provided with PPE for their site visits.

Shower Facility and Restrooms are accessible, provide First Aid facilities, step ladder training etc...

SISEaly workplace comply with the Workplace Health, Safety and Welfare Regulations.

3.5 Employment and Skills

- Directors work closely with local Universities to advise on the teaching curriculum and the requirements of the industry.
- We uphold the values of honesty, partnership and fairness in our business relationships.
- Offer jobs with training such as recruiting apprentices.
- Provide significant amount of on-the-job training for our engineers and allow time away from work for study.
- We offer our employees clear and fair terms of employment and provide resources to enable their continual development.
- We have an equal opportunities policy which is provided to all employees and train all staff on equal opportunities as part of their induction.
- Respect the rights of our stakeholders.
- Have mental health first aiders around the office and offer mental health training to staff.
- Utilise 3rd party apps such as "*Wecare*" by Canada Life support services which offers Health/GP Access, Mental health support, Wellbeing & healthy living, Financial & Legal support, Stop Smoking support and Diet support.

3.6 Local Economic Growth

- Implement a strategy to work on community projects that achieve sustainability goals.

- Strive to ensure that local suppliers and SME's are not discriminated against in our procurement process to support the local economy.
- Employ staff locally to reduce travelling time and local carbon emission's

3.7 Support The Third Sector

- Implement a strategy to work on voluntary projects that achieve sustainability goals.
- Offer pro-bono consultancy advise to local charities and trusts that benefit from our expertise such as our work on Trafford General Hospitals Garden of Reflection and continuous work on Victoria Baths
- Encourage and support staff regularly undertake activities to raise funds for local charities.
- Provide up to 6 full day "Volunteer" days to encourage and support staff to regularly undertake activities for local charities.
- Raise money and arrange donations of food, toys, clothing and essentials for a range of local charities.
- Offering support to local schools to give advice on careers into the industry.
- Offering support to local youth centres to assist on a range of activities.

3.8 Inclusive Growth

- Develop our industry through education, development of best practice guidance and discussing construction issues with the Government.
- Maintain membership of the Association of Consultancy and Engineering, which promotes the critical contribution that engineers and consultants make to the nation's infrastructure.
- Maintain our Patronage of the Chartered Institute of Building Services Engineers to promote the activities of the profession, both academically and socially

4 Governance

Respecting the rights of our stakeholders and operate an equal opportunities policy for all present and potential future employees.

We aim to give our time, experience, assistance and benevolence within our social and business community wherever possible.

We shall uphold the values of honesty, partnership and fairness in all our business relationships.

We shall respect the rights of our stakeholders and operate an equal opportunities policy for all present and potential future employees.

4.1 Anti-Bribery

We have a zero-tolerance policy towards any behaviour that constitutes bribery, under the definition given above, and we have put in place procedures for reporting and investigating acts of suspected bribery. We have:

- a) Set out a clear anti-bribery policy (CD108)
- b) Trained employees so that they can recognise and avoid the use of bribery by themselves and others,
- c) Encouraged employees to be vigilant and to report any suspicion of bribery, providing them with suitable channels of communication and ensuring sensitive information is treated appropriately.

We will:

- a) Rigorously investigate alleged bribery, where necessary assisting appropriate authorities.
- b) Take firm and vigorous action against any individual(s) involved in bribery; The responsibility to control the risks of unethical business practices occurring resides at all levels of the organisation. The prevention, detection and reporting of bribery is therefore the responsibility of all staff.

4.2 Anti-Slavery

Anti-slavery policies, specifically related to the UK's Modern Slavery Act 2015, apply to commercial organizations operating in the UK that have a total annual turnover of £36 million or more and therefore do not apply to S I Sealy & associates Limited. The Directors, however, are committed to the spirit of the act and follow the procedures outline in the companies "Slavery & Human Trafficking Statement" CD131

4.3 Diversity

This means that all employees and all applicants for employment with the Company will be given equal opportunity irrespective of their age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation or any other condition which cannot be shown to be relevant to effective job performance. Selection for posts, opportunities for career development, and the provision of training will depend solely on job requirements and the individual's ability to perform. The Company believes that implementation of this policy will help to ensure that the best use is made of our human resources. This is essential if we are to continue to attract and retain staff of the highest calibre.

4.4 Whistleblowing Commitment Statement

SISEaly & Associates is committed to operating with integrity, transparency, and accountability. While we do not maintain a standalone Whistleblowing Policy, we uphold the principles of the Public Interest Disclosure Act 1998 (PIDA) and provide a safe environment for employees, contractors, and stakeholders to raise concerns regarding:

- Unethical behaviour
- Legal or regulatory breaches
- Health & safety risks
- Environmental concerns
- Misuse of company or client information
- Fraud, bribery, or corruption

Concerns can be raised directly with the Managing Director and all information will be handled confidentially, fairly, and without fear of retaliation. We are committed to investigating any concerns promptly and taking appropriate corrective action where required.

This statement supports ethical conduct and transparent operations for all projects, including tendered works.

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