

People, Partners and Planet

ESG Report for 2025



Introduction



Beck & Pollitzer is a **global leader in industrial installation and machine relocation services**, supporting both local and international clients across multiple markets.

Founded in **London in 1863**, we have grown from a single engineering business into a worldwide organisation operating across **Europe, North America, and Asia**. Our long history and standardised approach to project delivery ensure consistent quality and reliability, while our deep technical expertise gives clients confidence that we can deliver – no matter how complex the challenge.

In **2024**, our **950 employees** worked across **17 countries**, helping clients in sectors ranging from advanced manufacturing to renewable energy infrastructure. This global reach brings both opportunity and responsibility – to operate safely, ethically, and sustainably in every market we serve.

This **Corporate Responsibility Report** sets out the progress we made in **2024** on our sustainability journey. It covers activities and data from **1 January to 31 December 2024** and, for the first time, has been prepared **in accordance with the Global Reporting Initiative (GRI) Standards**. As a proud **participant in the United Nations Global Compact since 2021**, this report also serves as our **annual Communication on Progress (COP)**, reaffirming our commitment to responsible business practices and continuous improvement.

CEO Statement

Our Contribution to Sustainable Development



Romain Prouvost
Chief Executive Officer
Beck & Pollitzer

At Beck & Pollitzer, our purpose is clear: to deliver world-class industrial installation services that enable progress, safely, ethically, and sustainably. In 2024, our teams operated across three continents, supporting clients in sectors from EV battery manufacturing to renewable energy infrastructure. This global reach brings both opportunity and responsibility – to our people, our partners, and the planet.

Our strategy defines clear short-, medium-, and long-term goals to strengthen our operations today while building a more sustainable future. In the short term, we are focused on enhancing operational performance, improving workforce safety and training, embedding ethical practices, and preparing to reduce direct emissions. Over the medium to long term, we aim to fully integrate ESG principles into procurement, project delivery, and governance – supporting our Net Zero 2046 ambition and extending our positive social and environmental impact across the value chain.

Sustainability is embedded in our business model, rooted in precision, safety, and collaboration. By weaving sustainability into governance, risk management, and supplier engagement, we proactively mitigate risks and maximise positive impact. Our adherence to ILO labour standards and human rights principles is reflected in our Code of Conduct, Supplier Code of Conduct, and reinforced through training, onboarding, and confidential reporting channels.

During 2024, we achieved carbon-neutral status for Scope 1 and 2 emissions, completed our first Scope 3 emissions calculation, increased average training hours across our workforce, and began reporting in line with GRI Standards. The Board also reviewed our ESG materiality assessment, confirming five priority areas: working conditions, health and safety, training and development, supply chain safety, and organisational ethics.

We recognise that sustainable development is a continuous journey shaped by evolving regulation and stakeholder expectations. In the years ahead, we will strengthen data-driven governance, build supplier capacity, and advance climate resilience, ensuring our performance remains measurable, transparent, and trusted. We welcome accountability and collaboration, and we remain committed to continuous improvement as we work to be a sustainability leader in our sector, delivering lasting value for our clients, communities, and the environment.

Romain Prouvost
Chief Executive Officer

Double Materiality Matrix

This year, we reviewed our double materiality assessment. Details of the process can be found in the Appendix.

SOCIAL: OUR WORKFORCE

1. Our People: Working Conditions
2. Our People: Health & Safety
3. Our People: Skills Development
4. Our People: Human Rights
5. Our People: Human Rights

SOCIAL: COMMUNITY

1. Communities' Econ, Social & Cultural Rights
2. Personal Safety of End-Users

SOCIAL: VALUE CHAIN

1. H&S in Value Chain
2. Working Conditions in Value Chain
3. Human Rights in Value Chain
4. Diversity & Inclusion in Value Chain

GOVERNANCE

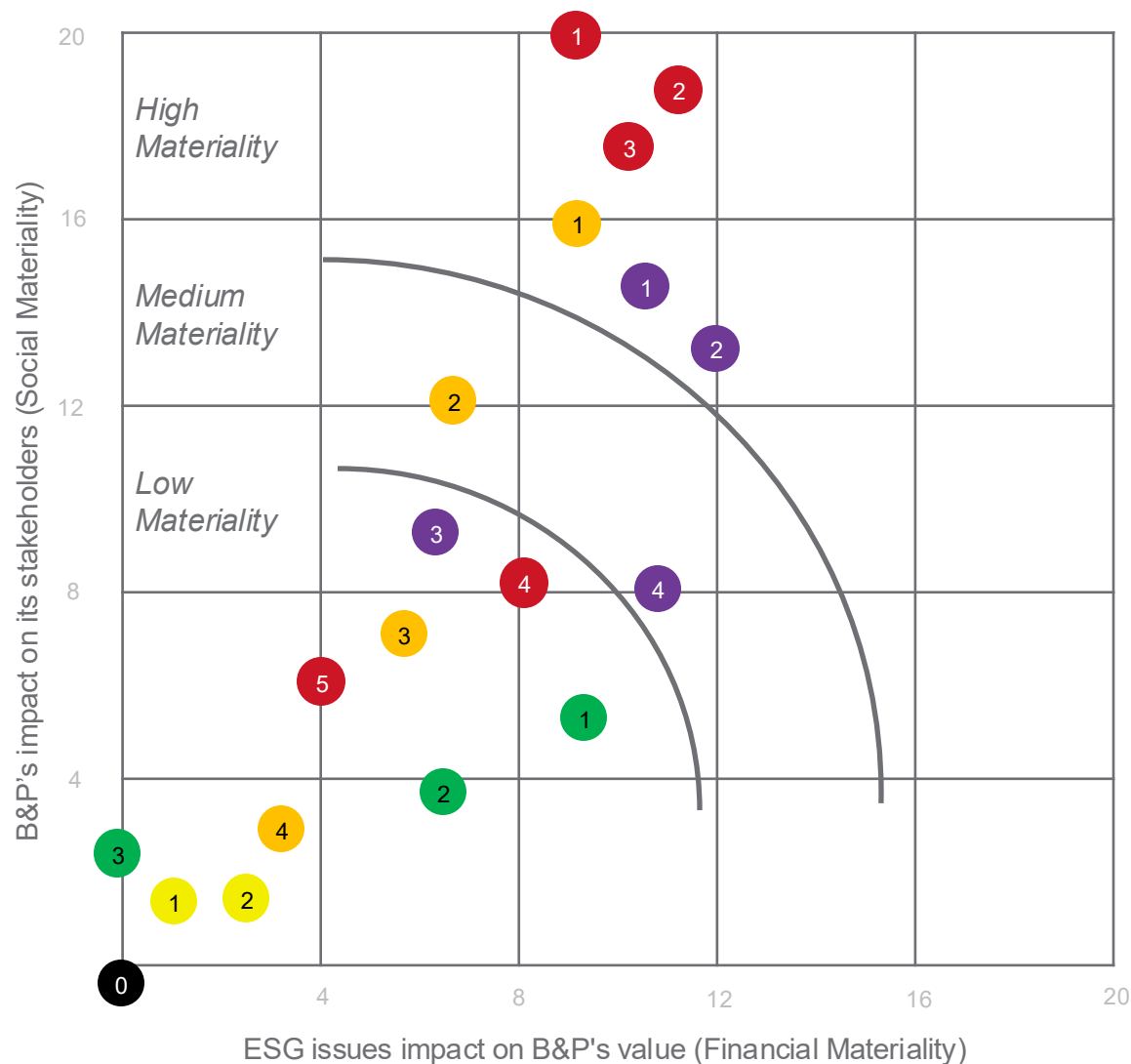
1. Corporate Culture
2. Integrity and Ethics
3. Supplier Relationships Including Pay Practices
4. Info Security (Employees, Customers, End-Users)

ENVIRONMENT

1. Climate Change
2. Resource Use, Waste & Circular Solutions
3. Pollution

MIXED CATEGORY AT 0

- Biodiversity
- Indigenous Communities
- Water and Marine Resources
- Communities' Civil and Political Rights
- Social Inclusion of Consumers and/or End-Users





PEOPLE

Develop, Engage, Flourish



OUR EMPLOYEES

At Beck & Pollitzer, our people are the foundation of our business. As a service-based organisation, our success depends on the skills, dedication, and wellbeing of our workforce. We are committed to creating an environment that is safe, inclusive, and supportive, enabling everyone to grow, contribute, and thrive.

Most of our employees are engineers, fitters, operatives, supervisors and project managers based on customer sites. They are supported by health and safety, business development, finance, human resources and administrative personnel. Around one third of our employees are on permanent contracts. Our people tell us they value their colleagues, the variety of work and the flexibility of their roles. They enjoy working at the forefront of industrial innovation with no two days the same.

Across B&P's operations, 63% of employees were represented by formally elected employee representatives or covered by collective agreements.



951

Employees
Worldwide



81%

Retention Rate



~250

New Starters

10% Women in Top Management

No women currently on the Board.

Western Europe
360 Employees

16% Female
84% Male

Central & Eastern Europe
374 Employees

15% Female
85% Male

USA
115 Employee

16% Female
84% Male

APAC
102 Employee

4% Female
96% Male

GROUP Total
951 Employee

16% Female
84% Male

Develop

We invest in our people to build skills, strengthen leadership, and create long-term career growth across the business.

TRAINING & DEVELOPMENT

71% Employees participated in training
18 hrs Avg per employee (up from 16 in 2023)
+10% Target by 2026

KEY TRAINING INITIATIVES:

B&P Lead: Leadership Development Programme

Project Manager Academy:

Project Management & Technical Development.
(23 staff with successful completion)

2026 Target: Launch H&S Academy & 100% Supervisors certified

PERFORMANCE REVIEW

45% **100%**

45% Employees had a formal review (2024)
Target: Rollout performance management system in 2026

ADDITIONAL SKILLS UPGRADING:

Alongside major training initiatives, our employees attend Toolbox Talks, have coaching at work, attend off-site courses, travel for different experience and take on extra responsibilities to boost skills. We actively encourage internal promotions and mobility.

4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



CAREER PATHWAYS & MOBILITY



Vertical, horizontal, cross-functional, and global mobility encouraged



Internal vacancies portal launched in 2024. **2026 Target: Rollout career pathways for all roles**

Engage

We foster an inclusive culture where every employee feels respected, supported, and empowered to thrive.

8 DECENT WORK AND ECONOMIC GROWTH



ANNUAL EMPLOYEE SURVEY TOPICS & ENGAGEMENT OVERVIEW



Health & Safety



Social Impact



Diversity & Inclusion



Equipment & Environment



Wellbeing & Work-Life Balance



Salary & Benefits

Feedback collected **quantitatively and qualitatively** to guide improvements.

INCLUSION

- ✓ Policies in place to prevent discrimination, harassment, and bias
- ✓ 54% of employees trained in diversity, discrimination, and harassment (up from 18% in 2023)
- ✓ 71% of employees report feeling included and respected “all the time” or “often”
- ✓ Flexible working policies, parental accommodations, and disability support implemented
- ✓ Examples of how B&P has increased accessibility for those with disabilities: Adapted roles, modified safety equipment, and transport provided to accommodate specific employee needs

Satisfaction Score

7.3 **7.2** **7.6**
2022 2023 2024

Employee Net Promoter Score

+12
– 8 in 2023

Work-life Balance

61%
Report good work-life balance “all the time” or “often”

Engagement

46% **50%**
2024 Actual **2026 Target**

Flourish

We prioritise health, safety, and wellbeing to ensure every employee goes home safe, healthy, and motivated each day.

	ASR	AFR
2021	0.220	0.295
2022	0.205	0.310
2023	0.206	0.047
2024	0.154	0.107

3 GOOD HEALTH AND WELL-BEING



Daily incident notifications to execs; monthly Board reports



H&S training for employees & contractors. **83%** of targeted employees completed training



Concerns raised via joint committees (IT, FR, ES) or supervisors



ISO 45001 / MASE in 7 countries (66% workforce)



90% of sites risk-assessed for health and safety in 2024



ROSPA
Gold Medal Award



73 accidents
724 lost days
5 major / 0 fatalities
+4.7 mn hrs worked



Target: 10% reduction in Lost Time Injury Rate **by 2026**



90% employees have healthcare access



63% of employees had occupational health check



Mental health support: helplines, counselling, wellbeing



2024 employee satisfaction with H&S: **8/10**



Examples of Employee-led Community Initiatives Across Our Countries



Charity Run



Pétanque and Paintball



Local Hockey Team Sponsorship



Foodtracks On Project Site

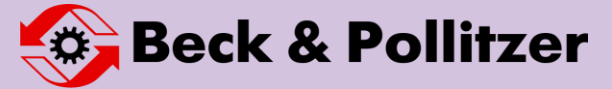


Halloween Contest



PARTNERS

Building Dynamic Partnerships



OUR PARTNERS

Customers & Suppliers

Our success depends on strong, long-term relationships across our value chain. We view customers, suppliers, and business associates as trusted partners who share our commitment to safety, quality, and integrity. Through transparent communication, robust ethical standards, and active collaboration, we aim to deliver value responsibly and sustainably.



We believe strong relationships are built on listening and trust. At Beck & Pollitzer, we work closely with our customers to provide bespoke solutions that foster lasting partnerships.

– Will Jones, Group CCO



CUSTOMERS

We build enduring partnerships, supporting clients as they invest in new technologies, processes, and locations.

Customer Engagement



Ongoing engagement through meetings, project reviews and surveys



21% Customers shared feedback (2024)



76% Customers reported being satisfied (2024)



Future focus: Increase feedback & collaboration – **80% satisfaction by 2026**

SUPPLIERS AND VALUE CHAIN

Labour agencies supply ~50% of our on-site workforce. Standardising contracts to ensure tax, labour, legal and ethical compliance for all workers.

Supplier Engagement



56% of suppliers aware of Code of Conduct. **Target: 100%** by 2030



Confidential reporting on modern slavery & trafficking. Reports are independently investigated. No incidents in 2024.



Positive impact through local supplier partnerships with SMEs, wherever possible.

*Example: in **Poland**, security and cleaning services are provided by a company employing people with disabilities*

ETHICS AND INTEGRITY

We uphold consistent ethical standards globally, with policies reviewed annually by the Board, while operational teams use external advisers to stay compliant with legislative updates.



Independent and confidential helpline in place. No incidents of whistleblowing in 2024



2024 internal audits: 4 territories, 24% of countries. **Target 2025:** cover all countries via full, light, or self-assessment

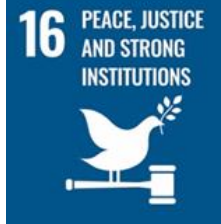


Compliance in 2024: zero incidents of corruption involving employees or partners, information security breach, non-compliance fines or legal cases,



2024 training of targeted employees:

- **Anti-bribery & corruption: 98%**
- **Whistleblowing: 99%**
- **Anti-tax evasion: 96%**
- **Anti- money laundering: 98%**
- **GDPR: 80%**
- **Cyber security 67%**





PLANET

Attain Net Zero



OUR PLANET

Given the nature of our business — providing machinery relocation and installation services — our direct environmental impact is limited. We do not manufacture products or consume large volumes of resources. However, we recognise our responsibility to reduce our footprint and contribute to the global transition to a low-carbon economy.

Our work also supports the growth of greener industries, including:

- Green energy development
- Battery manufacturing for the electric vehicle sector
- Automation of warehouse technology
- Green steel manufacturing
- Production of grid components to enable greater renewable energy use

For 2024, we commissioned **Sustainable Advantage** to recalculate our carbon footprint and help develop a **pathway to net zero**. We have now **offset all Scope 1 and 2 emissions** and set a **net zero target for 2046**.





ENVIRONMENTAL ASSESSMENTS AND CERTIFICATION



100% of sites assessed before work – to manage risks (water, noise, pollution, biodiversity, waste)



Environmental controls built into our Project Management Template



Certified sites: 3 of 16 (19%)
ISO 14001 (Poland) | MASE (France) | WHG (Germany)

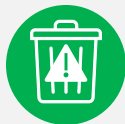


All other sites: follow internal systems meeting or exceeding local standards

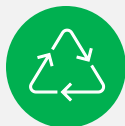
BIODIVERSITY

We operate only within customer facilities, not on greenfield sites. We do not work in biodiversity-sensitive areas.

WASTE, RECYCLING AND REUSE



1.8 t (0.4%)
Hazardous Waste



439 t Non-hazardous waste of which **52% (228 t)** is recycled

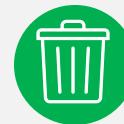
2024 waste: 440 tonnes total.

Beck & Pollitzer generates limited waste, mostly from packaging and small amounts of paint or lubricants, mainly on customer sites. **Hazardous waste:** is mainly cleaning substances, greasing fluids, and anti-corrosive paints. All projects follow **COSHH risk assessments** to manage hazardous substances safely. Waste management included in training alongside managing chemical spills, water and recycling.

Reuse & Circular Practices:

- **India:** 50–60% of pallets refurbished and reused rather than going to landfill
- **Czechia:** Wooden packing reused as shelving
- **Tools:** Tracked, refurbished and redeployed

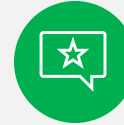
ENVIRONMENTAL ADVOCACY AND VALUE CHAIN



Waste Removed for Recycling from customer sites



Sharing Green Practices Across Countries (e.g. eco-friendly cleaning products in Poland)



Sustainability added to Customer Voice survey to encourage environmental dialogue

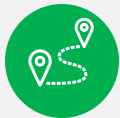


Environmental performance included in Supplier Code of Conduct
2026 Target Start assessing supplier environmental impact

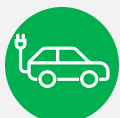




OUR PATH TO NET ZERO



Main source of direct emissions: travelling to customer sites.. We are gradually replacing diesel vehicles with electric or hybrid models as infrastructure develops



Eco-driving: 51% of Employees trained across the Group
100% IT, RO, DE, ES, BE, AU, JP, US, CZ ; 80% in HU | 70% in IN



Working on customer sites
Energy used with forklifts and lifting gear – increasing electric forklift use.



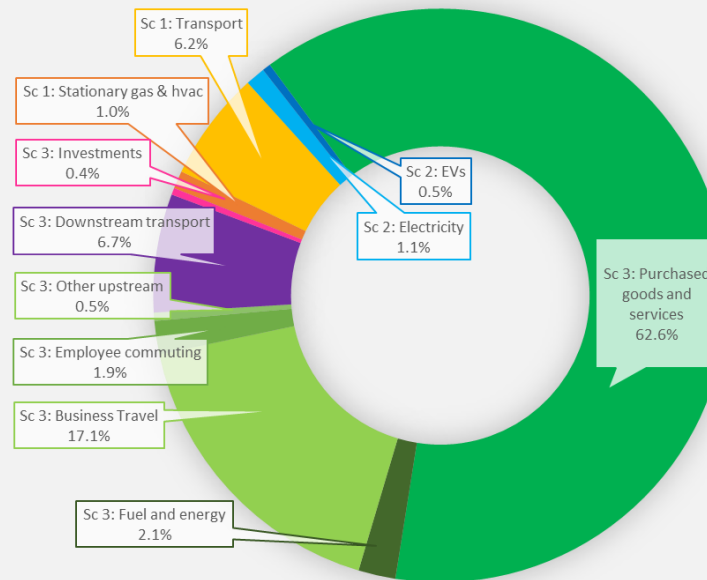
Working in offices
Promoting efficiency: LED lighting, waste separation, recycled paper.



Energy use in 2024
Total: **9,070,913 kWh**
Renewable: **75,100 kWh (0.8%)**



By investing in projects in India (Ghani Solar Renewable Power Project and Clean Cookstoves), we have offset our Scope 1 and 2 emissions in 2024 – making us **carbon neutral**.



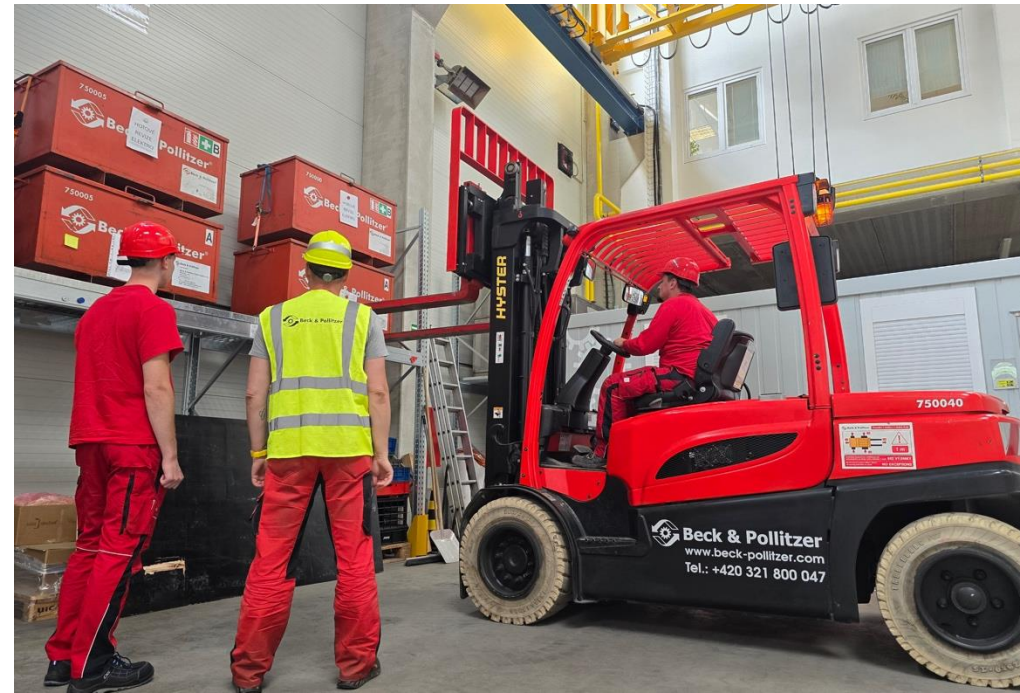
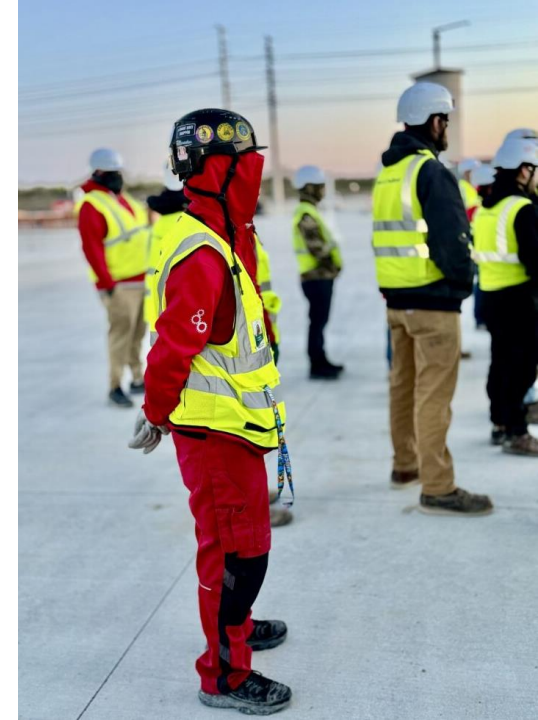
Sustainable Advantage completed a Net Zero report calculating a carbon footprint for 2024 of 25,748 tCO₂e, mostly from purchased labour services (Scope 3). Emission intensity is low. We aim for a 28% reduction in Scope 1 & 2 emissions by 2030 and 91% reduction across Scope 1, 2 & 3 (net zero) by 2046. In the short term, we'll focus on transport (EVs, eco-driving) and facilities, and in the medium term, map our supply chain and engage suppliers to reduce Scope 3 emissions.

Gross Emission Intensity Ratios (2024)

Ratio	Location-based	Market-based
tCO ₂ e per employee	27.22	27.25
tCO ₂ e per £mn turnover	172.54	172.7

13 CLIMATE ACTION





Determining What Matters



Understanding where Beck & Pollitzer has the greatest impact – on people, the environment, and the economy – is central to our corporate responsibility strategy. We use a materiality assessment process to identify and prioritise the issues that are most significant to our stakeholders and to our long-term business success. In line with the GRI Standards and the principles of double materiality, we consider both the impacts of our operations on society and the environment (impact materiality) and the influence of external ESG factors on our business performance (financial materiality). This ensures that our strategy and disclosures reflect the topics most relevant to our stakeholders and to sustainable value creation.

In 2021, we conducted our first formal stakeholder consultation to identify B&P's most significant impacts and shape the focus of our corporate responsibility strategy. This process resulted in the development of our **People, Partners, and Planet** programme.

This year, we revisited this assessment to ensure continued relevance. As no GRI Sector Standard applies directly to our industry, we reviewed several leading ESG frameworks – including the **European Sustainability Reporting Standards (ESRS)**, **UN Global Compact principles**, **SASB standards**, **EcoVadis criteria**, and the **UN Sustainable Development Goals (SDGs)** – to establish a context-specific framework for Beck & Pollitzer. From this review, we identified **23 ESG topics of relevance** to our operations.

To evaluate these topics, we gathered input from across the business through employee and customer surveys and internal workshops. Each topic was analysed for associated **impacts, risks, and opportunities (IROs)** – both actual and potential, positive and negative. In total, we identified **88 social, 28 environmental, and 17 governance IROs**.

Given the predominance of people-related IROs, a dedicated employee survey was conducted to assess their significance. Each IRO was rated for **likelihood** and **potential impact**, and results were consolidated by topic to generate overall scores for **Impact, Risk, and Opportunity**. The accompanying graph illustrates these aggregated findings.

The Board reviewed the outcomes of this assessment and confirmed **five priority material topics**:

- Working conditions
- Health and safety
- Training and development
- Supply chain health and safety
- Organisational culture and ethics

For GRI reporting purposes, these correspond to the following Topic Standards:

- **GRI 401 (Employment)**
- **GRI 403 (Occupational Health and Safety)**,
- **GRI 404 (Training and Education)**
- **GRI 205 (Anti-Corruption)**

For each material topic, we have developed operational plans to mitigate negative impacts and enhance positive outcomes. The Board will continue to review materiality results as part of its annual sustainability oversight. In **2026**, we plan to broaden our consultation to include **customers and suppliers** as part of the next reporting cycle.

GRI

Disclosures & Content Index

Statement of use Beck & Pollitzer has reported in accordance with the GRI Standards for the period 1 January – 31 December 2024.

GRI 1 used GRI 1: Foundation 2021

Applicable GRI Sector Standard(s) None apply

GRI Disclosure	Description	Relevant Information
GRI 2-1	Organizational details	Beck & Pollitzer Engineering Limited (B&P) is a global leader in industrial installation and machine relocation services, founded in London in 1863. The business is privately owned by Graphite Capital and B&P's management team, with headquarters in Dartford, UK. The company operates in 17 countries: Australia, Belgium, Czechia, France, Germany, Hungary, India, Italy, Japan, Poland, Romania, Slovakia, Spain, Sweden, Ukraine, UK, and US. Its purpose is to deliver world-class industrial installation services safely, ethically, and sustainably.
GRI 2-2	Entities included in the sustainability reporting	This report includes all countries of operation except Ukraine, as those operations are currently managed independently. This exclusion of Ukraine is the only difference between the scope of sustainability reporting and financial reporting.
GRI 2-3	Reporting period, frequency, and contact point	The reporting period is from 1 January 2024 to 31 December 2024. The organization aims to report annually on its sustainability journey. The report is published in October 2025, and the contact point for questions is Jayanti Durai (Jayanti.Durai@beck-pollitzer.com).
GRI 2-4	Restatements of information	There has been no restatement of data from previous years. A different and more detailed methodology was used to calculate the carbon footprint, which was externally calculated by Sustainable Advantage.
GRI 2-5	External assurance	This report has not been externally assured. Sustainable Advantage calculated our carbon footprint. The report is on our website.
GRI 2-6	Activities, value chain, and other contracts	B&P's core activity involves installing factory equipment purchased by customers at their existing sites. In 2024, revenue came from the automotive sector (24%), battery and electrification (23%), warehouse automation (8%), building products (8%), life sciences (7%) and specialist services and other industries (30%). In 2024, primary revenue was generated in Western Europe (59%), Central and Eastern Europe (18%), US (17%), and Asia (6%). The critical element of the supply chain is sourcing skilled labour (engineers), who may represent up to half of the total on-site workforce. Other than labour our value chain is project-based and varies significantly by client and sector.
GRI 2-7	Employees	See page 5. Countries with over 100 employees include UK, US, India, Poland, and Czechia. Approximately one-third of employees are on permanent contracts. The workforce gender breakdown is 16% female and 84% male (an increase from 14% female in 2023).
GRI 2-8	Workers who are not employees	Non-employee workers, such as skilled engineers sourced via agencies, fluctuate based on project scale and can represent up to half of the total on-site workforce. These individuals are engaged through contractual relationships. Contractors working on B&P sites receive regular training in health and safety, compliance, ethics, and technical skills.

GRI Disclosure	Description	Relevant Information
GRI 2-9	Governance structure	Beck & Pollitzer's Board of Directors is the highest governance body. The Board includes an independent non-executive Chair, representatives from Graphite Capital, and Company Executives (CEO, CFO, CCO). Two sub-committees support the Board: the Audit and Risk Committee and the Remuneration Committee.
GRI 2-10	Nomination and selection of the highest governance body	The Chair of the Board is jointly selected by the CEO and the lead investment partner from Graphite Capital. Key criteria for selection include the Chair's independence and ability to build consensus. Graphite nominate its representative.
GRI 2-11	Chair of the highest body	The Board comprises an independent non-executive Chair. The Chair is also a member of the Remuneration Committee.
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	The Board is responsible for decision-making on, and oversight of, B&P's impacts on the economy, environment, and people. It reviews and approves the overall business strategy, including the approach to sustainable development, and reviews key impact areas (like health and safety) throughout the year. Recently, for example the Board challenged senior executives to establish formal net zero commitments.
GRI 2-13	Delegation of responsibility for managing impacts	Responsibility for day-to-day management of impacts is formally delegated to the CEO. The Senior Executive Team sets the strategic direction and policies. Day-to-day accountability for implementing policies is further delegated to senior leaders such as the Head of Purchasing, Head of Health and Safety, and Head of Human Resources.
GRI 2-14	Role of the highest body in reporting and defining material topics	The Board reviewed the outcomes of the materiality assessment conducted in 2024 and confirmed the five priority material topics. See page 15. The Board will continue to review materiality results as part of its annual sustainability oversight.
GRI 2-15	Conflicts of interest	Potential conflicts are managed under the Conflicts of Interest Policy. Senior managers must complete an annual declaration of interests, which is reviewed by the CEO, CFO, and Group Head of Legal, with significant cases escalated to the Board. In 2024, there were 3 cases of conflicts of interest identified and reviewed internally. They were not assessed as significant.
GRI 2-16	Communication of critical concerns	The Board meets monthly, and the CEO, Chair, and lead investment partner meet weekly to discuss ongoing matters and emerging concerns. In 2024, one matter of critical concern was formally reported to and addressed by the Board.
GRI 2-17	Collective knowledge of the highest governance body	The Board draws on insights from employees, customers, and peer organizations, and invites external experts for sustainability-related briefings. Board members enhance their knowledge through seminars run by partners, such as Graphite Capital and the UN Global Compact.
GRI 2-18	Evaluation of the performance of the highest governance body	There is no formal process for this at present.
GRI 2-19	Remuneration and links to impacts	The Remuneration Committee oversees pay. Pay is not currently linked to impacts on the economy, environment and people.
GRI 2-20	Process to determine remuneration	The Remuneration Committee oversees executive pay, incentives, and performance-related rewards. The committee is composed of the Chair, the CEO, and the lead investment partner from Graphite Capital. External consultants are sometimes involved in benchmarking.
GRI 2-21	Annual total compensation ratio	We have not been able to calculate this.
GRI 2-22	Statement on sustainable dev	See page 3
GRI 2-23	Policy commitments	Policy commitments, including those on human rights, labour standards and environmental responsibility, are approved by executive leadership and overseen by the board. These formal commitments prohibit forced labour, child labour, and modern slavery. Policies include the Whistleblowing Policy (2025), Code of Conduct, Health and Safety Policy, and Supplier Code of Conduct. They can be found at https://beck-pollitzer.com/company-information/

GRI Disclosure	Description	Relevant Information
GRI 2-24	Embedding policy commitments	Policy commitments are communicated to employees, suppliers, and contractors through onboarding, ongoing training, and contractual requirements. The CEO is responsible for ensuring implementation, with day-to-day accountability delegated to relevant senior leaders. Internal audits and external ESG reporting ensure continued focus on policy commitments.
GRI 2-25	Process to remediate negative impacts	B&P maintains a confidential whistleblowing mechanism that allows employees and stakeholders to report concerns related to ethics, human rights, or safety. Reports may be submitted anonymously and are handled by designated senior managers. There is an annual anonymous employee survey and several other opportunities at the local and group level for employees to raise concerns. There is a grievance policy.
GRI 2-26	Mechanisms for seeking advice and raising concerns	Our policies are on our website, intranet and communicated company-wide when adopted. In addition most policy roll outs include training. Clear procedures are established for addressing and remediating negative social, environmental, or ethical impacts. Cases are logged, investigated, and tracked by relevant senior leaders (e.g., Head of Health and Safety, Human Resources, or Head of Purchasing), and significant issues are escalated to the CEO and Board.
GRI 2-27	Compliance with laws and regulations	In 2024, B&P reported 0 legal cases brought against the company regarding corruption. Furthermore, B&P had no situations where they were not compliant with local laws and did not have to pay any fines. No incidents of child, forced, or compulsory labour in 2024.
GRI 2-28	Membership associations	B&P is a member of the UN Global Compact. It does not play a significant role in any other industry associations or advocacy body.
GRI 2-29	Approach to stakeholder engagement	B&P actively engages with four main stakeholder groups: employees, customers, investors, and suppliers. In addition to regular business meetings, engagement includes employee surveys/forums, customer surveys/project reviews, investor briefings, and supplier due diligence. We use a mix of engagement tools to ensure meaningful engagement. The purpose is to better manage our business and its impacts.
GRI 2-30	Collective bargaining agreements	Collective bargaining agreements specifically exist in France, Germany, Italy, and Spain, covering 22% of the total workforce. 54% of employees covered by formal employee forums.
GRI 3-1/2	Process to determine material topics	See Page 15
GRI 3-3	Managing Material Topics (included below)	
GRI 205	Anti-Corruption	There is a potential negative impact on our countries and communities if corruption was present. This in turn can limit the human rights of local people. We have anti-corruption policies. All employees complete ethics training. Our whistleblowing mechanism allows anonymous reporting to an external body. Internal audits cover all sites within 4 years, and supplier compliance is tracked via Code of Conduct awareness. We aim for all targeted employees to be trained each year, no incidents and 100% supplier compliance. See page 11 for more information and GRI 205 – 1-3.
GRI 401	Working Conditions	Any negative impacts of our practices would be felt on our employee wellbeing, safety and ultimately job satisfaction and retention. We maintain inclusive hiring practices, flexible work arrangements, and disability accommodations. Retention, diversity, and inclusion metrics are tracked and reviewed quarterly. Employee surveys are used to check the impact of policies and working conditions. For GRI 401-1 see page 5; 401-2 practice varies in each country and we do not have global data. 401-3 data is not available.
GRI 403	Health & Safety	Our operations are certified to ISO 45001 or MASE standards in key regions. We conduct site audits, Toolbox Talks, and hazard-specific training. We conduct supplier onboarding, audits, and contract reviews. Health and safety clauses are in contracts, and performance is monitored annually. Performance is tracked via ASR, AFR, LTIR, and satisfaction scores and reported to the Board monthly. Our 2026 target is a 10% reduction in LTIR. See page 8 for 403- 1,2,4,5,6,8,9,10. 403-3,7 Varies from project to project – we do not operate where it is not safe for our workforce
GRI 404	Training & Development	We offer structured programmes including the B&P Lead Programme and PM Academy. Training hours, participation rates, and performance reviews are tracked annually. Career mobility is supported across functions and geographies. We track training hours with a target to increase our training hour per employee by 10% in 2026. For 404-1-3 see Page 6.