



Sustainability and Carbon Strategy 2025

1.0

Contents

1. Introduction
2. Statement of Commitment
3. Sustainable Procurement Strategy
4. Carbon Reduction and Mitigation Strategy



1.0

Introduction

INTRODUCTION

Now Construction has committed to addressing the climate challenge throughout our business operations, enhancing the communities we work in across the United Kingdom.

Now Construction operates to a detailed environmental policy. This policy is fundamental to our operations and has driven our environmental procedures to be developed in accordance with the principles of ISO 14001:2015, which we are currently pursuing.

Our sustainability and environmental procedures are underpinned by robust operating plans, providing the foundation for delivery of our sustainable operations strategy.

This strategy provides an overview of our approach and outlines the future plans of the business in carbon reduction and environmental performance.

TRUST | INTEGRITY | HONESTY | EMPATHY | CONSIDERATION



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2.0

Statement of Commitment

STATEMENT OF COMMITMENT

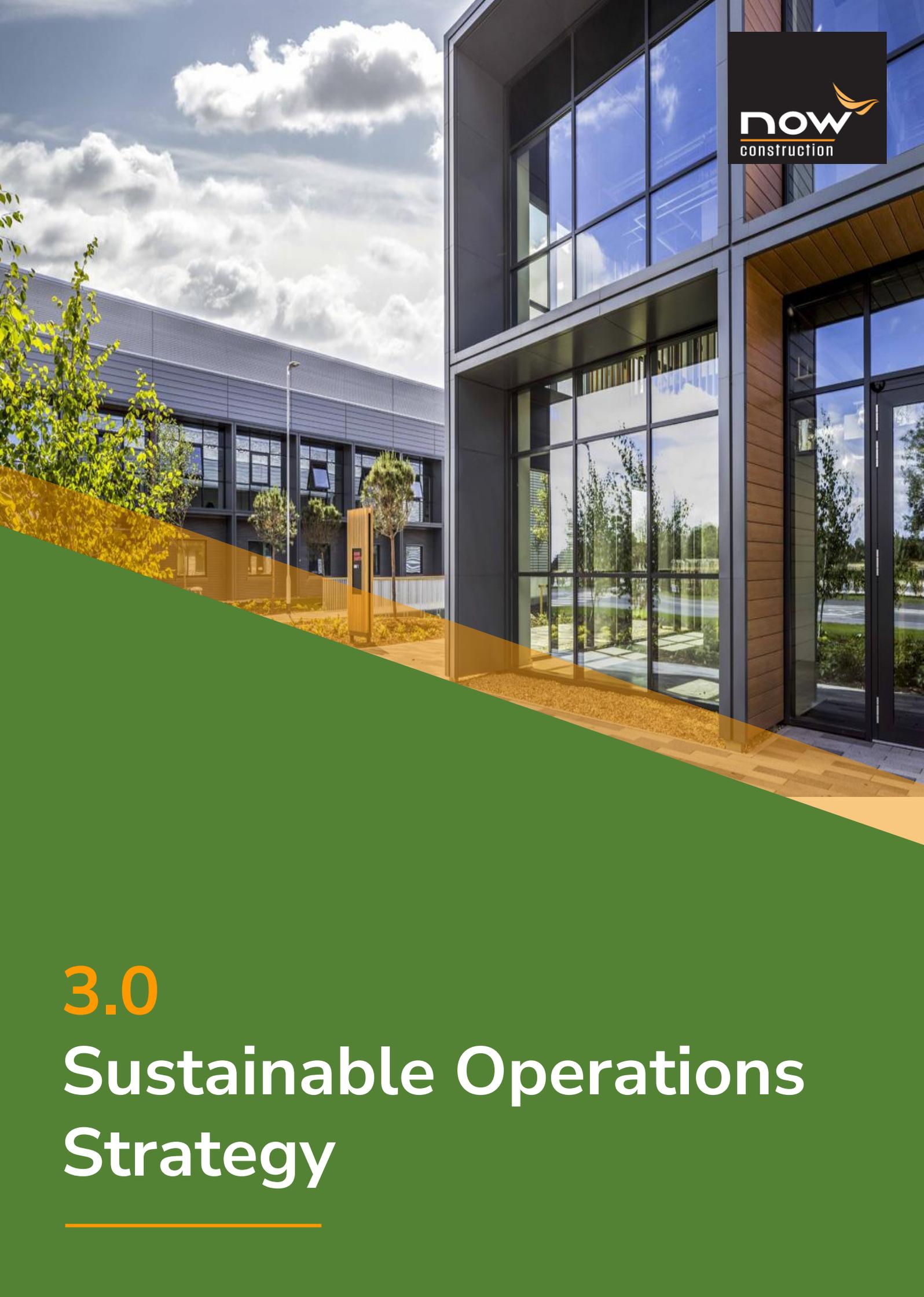


Now Construction Ltd is committed to promoting sustainable practices that protect the environment, protect our natural resources and provide a foundation for de-carbonisation across our operations.

We recognise that our activities have an impact on the world around us, and we are dedicated to minimising that impact while creating value for our stakeholders.

We recognise the importance of protecting the environment and are committed to reducing our environmental footprint through the following sustainable actions:

- Complying with all relevant environmental laws and regulations
- Reducing waste and promoting recycling and reuse of materials
- Minimizing energy consumption and promoting the use of renewable energy sources
- Reducing our greenhouse gas emissions and promoting carbon neutrality
- Protecting natural habitats and biodiversity
- Encouraging suppliers to adopt sustainable practices



3.0 Sustainable Operations Strategy

SUSTAINABLE OPERATIONS STRATEGY

Recognising our place in the Construction Industry as key to driving progress towards sustainability, Now Construction has fully embraced the advancement of environmental consciousness, commitment, and innovation in all aspects of our operation.

We develop and implement sustainability targets specific to each project. These targets support and add value to our customers and their communities, align with our business sustainability targets and are based on the Global Sustainability Targets as determined by the United Nations 2018 Agenda for Sustainable Development.

Sustainability Targets

Our project sustainability targets begin with the UN Sustainability Targets and use these to develop project-specific targets considering:

- Transforming our customer's stock to optimise sustainable performance from design stage through to aftercare and maintenance.
- Offering the advice and experience of our industry experts on low carbon materials and recycling opportunities.

- Structuring our operations, both on-site and off-site, in a manner that reduces carbon and energy demand and intensity.
- Supporting, monitoring, and holding our supply partners accountable in their own sustainable and social value commitments and actions
- Measuring and monitoring our performance transparently, providing essential data for both our customers and Now Construction

The sustainability targets developed for each project feed into our sustainable procurement plan, which is tailored to each project to achieve these targets.

Sustainable Procurement

Following development of project specific targets, we develop our sustainable procurement plan, based on the key principles set out in BS8903:2010:

- A sound approach
- An ethical approach
- A holistic approach
- A risk and opportunity-based approach
- Leadership
- Delivery of organisational objectives

Our sustainable procurement plan is integrated into our environmental management system in accordance with the requirements of ISO 14001:2015, ensuring sustainability targets are considered during each stage of project procurement.

SUSTAINABLE OPERATIONS STRATEGY

Sustainable Delivery

Our sustainable delivery strategy builds on the procurement exercise ensuring that project delivery maximises opportunities for environmental efficiency.

In addition to the development of sustainability targets and sustainable procurement, we ensure environmental efficiency in delivery through stringent monitoring and control of operations using several key performance indicators:

- Monitor Emissions
- Monitor Fuel Consumption
- Monitor Waste Generation
- Monitor Water Usage

Robust Reporting

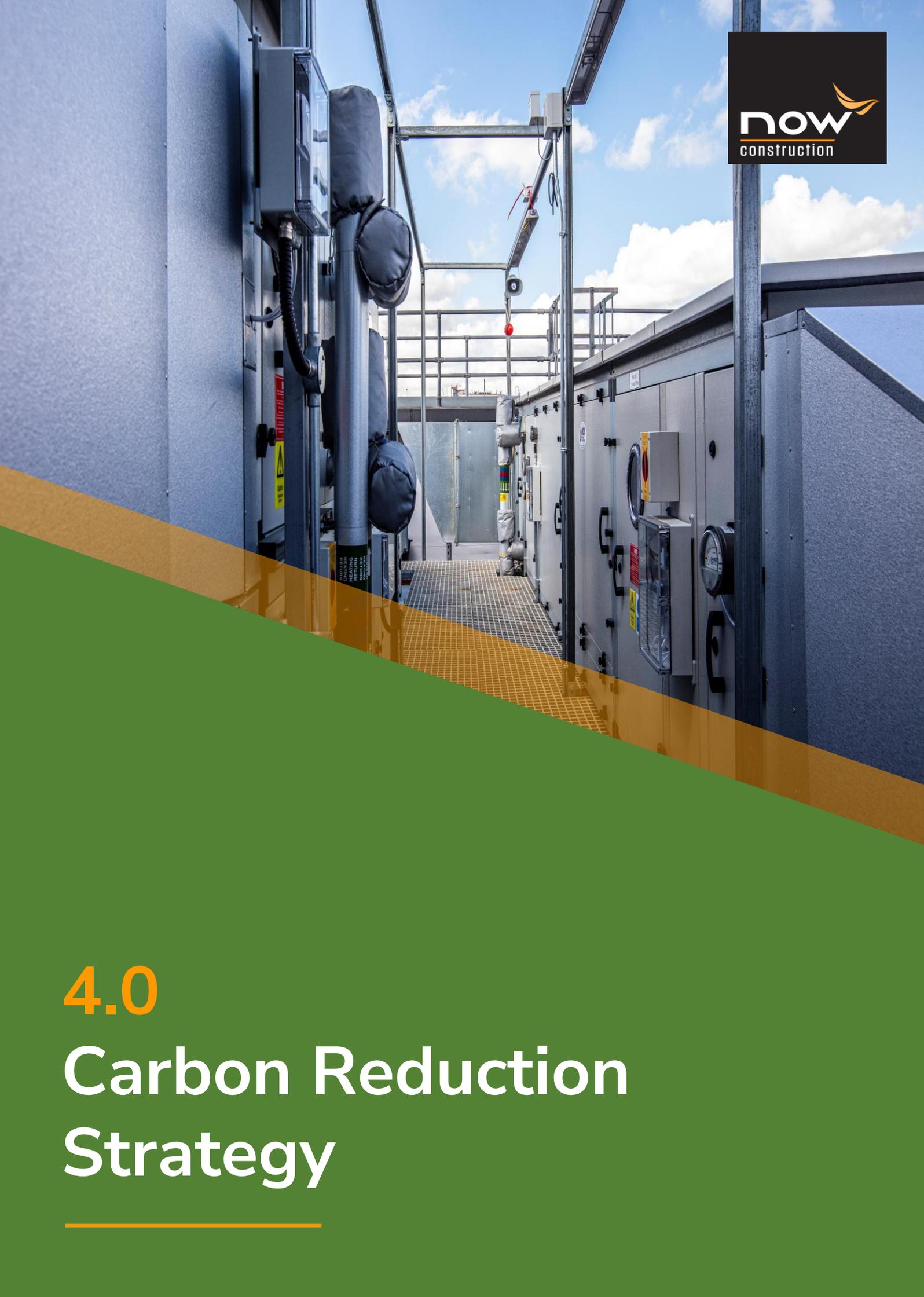
We report our environmental performance annually, with our first baseline due to be established in 2026.

Reporting is based on key metrics on a project specific basis;

- Fuel and Energy Use
- Water Use
- Mileage
- Waste Generation
- Waste Re-Use and Diversion from Landfill

These metrics are tracked and allow us to develop reduction strategies year-on-year, which in turn are monitored for further reduction.

The data produced through our sustainable operations strategy will be used to inform our Carbon and Green House Gas reduction strategy, allowing us to develop a robust reduction strategy following the SBTi. This strategy will identify areas of the business where we can make significant reductions and enable annual review and reporting.



4.0 Carbon Reduction Strategy

CARBON REDUCTION STRATEGY



As mentioned in section 3, We are currently in establishing our baseline data for FY '25 which will enable us to produce targeted reduction plan for FY'26.

Our reporting scope includes our construction sites as this provides the greatest opportunity for carbon reduction.

Once this has been established and reported, we will be able to make an informed decision on our reduction targets and share them publicly – the following targets and reduction plan have been developed from an initial review.

The plan will be reviewed and updated annually, as part of our ongoing Carbon Reduction Strategy.

CARBON REDUCTION STRATEGY

	FOCUS AREA	SMART TARGET	HOW?	MEASURE(S)	RESPONSIBLE	DEADLINE
1.	Travel	Reduce fossil fuel use associated with business travel.	Make sure all staff have access to video conferencing software and encourage digital meetings where possible.	Number of staff using Teams / Zoom and attended training sessions	All	Ongoing
			Review staff allocation with the target that projects are staffed by those who reside within a 50-mile radius.	Reduction in fuel used for travel	Construction Director	Ongoing
			Introduce car sharing incentive.		Board of Directors	April 26
			Introduce cycling to work incentive.		Board of Directors	April 26
2.	Building energy usage	Reduce electricity bill / usage.	Ensure that electronics are turned off at the end of the day.	Electricity Usage	Head of ICT	April 26
			Switch to renewable energy provider.	Electricity Usage	Finance Director	On renewal
			Ensure air conditioning and other appliances are switched off before leaving.	Electricity Usage	Office Manager	April 26
			Increase reliance of opening windows in lieu of AC systems.	Electricity Usage	All	April 26

CARBON REDUCTION STRATEGY

	FOCUS AREA	SMART TARGET	HOW?	MEASURE(S)	RESPONSIBLE	DEADLINE
3.	Volunteering	Increase volunteering hours across the organisation.	Share volunteering opportunities with the team and building relationships with charities or organisations whose values align with the company's.	Number of hours volunteered per employee.	Head of HR	April 26
			Build two day's volunteering into contracts for all new starters.		Head of HR	Ongoing
			Communicate with all staff, encouraging all to utilise their volunteering entitlement.		Head of HR	Ongoing
			Communicate various volunteering opportunities available to staff.		Head of HR	Ongoing
4.	Fuel usage	Improve fuel usage within site welfare	Review options for reducing energy usage within site operations.	Diesel / Gas usage within site welfare	Commercial Director / Supplychain Manager	April 26
			Review options for alternative / renewable fuel sources.		Commercial Director / Supplychain Manager	April 26
			Review options to reduce reliance on site generate power (connection to local energy networks).		Commercial Director / Supplychain Manager / Operations Director	April 26

CARBON REDUCTION STRATEGY

	FOCUS AREA	SMART TARGET	HOW?	MEASURE(S)	RESPONSIBLE	DEADLINE
5.	Waste	Review Recycling Policy within Head Office	Review the way Head Office are segregating / disposing of waste.	Recycling	Office Manager	April 26
6.	Paper	Decrease paper usage	Switch to sustainable paper provider / recycled paper.	Reduction in usage of non-recycled paper	Office Manager	April 26
			Review printing policy, switch all settings to automatically print double-sided and where possible, black & white.	Reduction in general paper use / waste	Head of ICT	April 26
7.	Supply chain	Switch to more sustainable supplychain	Review supply chain providers and where possible switch to sustainable delivery options.	Reducing fuel use associated with product deliveries	All	Ongoing
			Review supply chain providers and where possible switch to sustainable product options.	Reducing impact of product production	All	Ongoing

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