



P O L I C Y 0 9 O F 1 6

Sustainability Policy

Real partnership. Real expertise.

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Policy owner	Adam O'Neill, Director
Approved by	Stevie MacGregor
Classification	Public — available on request

SOMA Project Controls Ltdwww.somaprojectcontrols.com

1. Purpose

This policy sets out SOMA Project Controls Ltd's commitment to operating sustainably and to bringing sustainability thinking into the projects we support — covering environmental, social and governance dimensions.

2. Scope

Applies to all SOMA operations and, where the engagement scope permits, to the advice we give clients.

3. Our Approach

Sustainability at SOMA is not a separate initiative — it sits inside how we run the firm, who we hire, the work we accept and the advice we give. We care about long-term outcomes, not short-term optics.

4. Environmental

We manage our own footprint through the measures set out in our Environmental Policy and Carbon Reduction Plan. On client engagements we help quantify the environmental and carbon consequences of schedule, cost and risk decisions so that clients can make informed trade-offs.

5. Social

- A genuine commitment to diversity, inclusion and fair work, as set out in our Equality, Diversity & Inclusion Policy.
- Support for social value on client engagements through our Social Value Statement.
- Community engagement — modest but consistent support for sector-education initiatives and local causes.
- Fair-work practices across our supply chain, set out in our Subcontractor & Supply Chain Policy.

6. Governance

- Ethical conduct under our Anti-Bribery & Corruption Policy.
- Transparent client relationships and honest reporting.
- Data protection, information security and business continuity as set out in the corresponding policies.
- Regular board-level review of sustainability performance.

7. Measurement

Progress against this policy is reviewed quarterly at director level, with objectives refreshed annually.

8. Review & Governance

This policy is reviewed at least annually, and sooner if legislation, SOMA Project Controls Ltd's operating context or client requirements change materially. The Director is the accountable owner. Minor amendments are logged in the version-control table; material changes trigger a re-issue and fresh sign-off by the policy owner and approver named on the sign-off page.

S I G N E D & A P P R O V E D

Policy Adoption & Approval

This policy is formally adopted by SOMA Project Controls Ltd. It is communicated to all employees, associates and, where relevant, supply-chain partners, and is available on request to clients, prospective clients and other interested parties. The signatures below record its adoption and the date from which it takes effect.

P O L I C Y O W N E R*Adam O'Neill***Adam O'Neill**Director
SOMA Project Controls Ltd**Date: March 2026****A P P R O V E D B Y***Stevie MacGregor***Stevie MacGregor**Director
SOMA Project Controls Ltd**Date: March 2026**

N e x t s c h e d u l e d r e v i e w

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