



QUATTRO PLANT LTD – CORPORATE SOCIAL RESPONSIBILITY CHARTER

Quattro Plant Ltd (QPL) is taking steps to increase visibility of its accountability towards Corporate Social Responsibility (CSR) for its customers, suppliers, employees, and the local communities situated close to its network of depots. This charter sets out our key CSR themes, which align with:

- Sustainability and our commitment to the Science Based Target initiative (SBTi),
- Embedding our core values and beliefs,
- Strengthening understanding of the Social Value Act,
- Integrating the United Nations Sustainable Development Goals (SDGs).

QPL is committed to working with its key markets—rail, highways, and construction—to collectively increase the value delivered through strategic actions and initiatives.

What CSR Means for Quattro

CSR is defined as the integration of business operations and values, ensuring that the interests of all stakeholders—including investors, customers, employees, the wider community, and the environment—are reflected in our policies and actions. Several previous policies have been consolidated into this single CSR Charter.

A CSR Task Force has been established to lead and support the company's ongoing transformation.

Core CSR Themes

Successful implementation of this charter will be measured against four core themes:

1. Fighting Climate Change,
2. Equality and Diversity,
3. CSR and Social Value,
4. Ethical Sourcing and Governance.

Fighting Climate Change

QPL has been progressing its sustainability agenda since 2015, when we committed to a company-wide Sustainability Plan. In 2022, we selected 2021 as our baseline year for SBTi emissions reduction forecasting. From 2021 to 2030, we will monitor, report, and reduce our emissions as follows:

- Reduce Scope 1 and 2 greenhouse gas emissions by 42% by 2030,
- From 2030 onwards, reduce Scope 1 and 2 emissions by 4.2% per annum.

Our decarbonisation commitments directly support UN SDG 13 (Climate Action), reflecting our responsibility to reduce greenhouse gas emissions, strengthen climate resilience, and contribute to a low-carbon future across the rail, highways and construction sectors.

Methodology

The SBTi Target Setting and GHG Validation Protocol, along with the SBTi Criteria, has been used to ensure our targets meet the minimum qualitative and quantitative requirements for SBTi recognition.

The QPL Decarbonisation Plan is available in the IMS (EMP/009 Decarbonisation Plan).

Quattro Plant Ltd complies with the UK Energy Savings Opportunity Scheme (ESOS) by measuring total energy consumption across buildings, transport and operational processes, identifying significant energy consumption, and undertaking ESOS-compliant energy audits reviewed by an approved ESOS Lead Assessor. We maintain a formal ESOS evidence pack, implement cost-effective energy-saving opportunities, obtain director-level sign-off, and submit the required notification of compliance to the Environment Agency in line with ESOS Phase 3 requirements.

Innovation and Electrification

QPL is working closely with Exeter University and industry experts to upcycle heavy and municipal plant from diesel to electric at our R&D facility in Newton Abbot. Retrofitting has proven to be a cost-effective and efficient method of achieving compliance with Clean Air Zones and Ultra Low Emission Zones.

Our R&D team and Managing Director have promoted this work through seminars, media articles, and television features (e.g., PWI Sustainable Infrastructure, BBC, SKY, Rail-Media). A current trial is underway using performance emissions additives across part of our South West fleet.

Supply Chain Management

QPL recognises the environmental and social impact of its operational activities. Our aim is to procure goods and services that deliver long-term value while benefiting society and minimising environmental impact.

We expect suppliers to:

- Reduce their carbon emissions and environmental impact,
- Promote diversity and inclusion,
- Maintain high standards of conduct and comply with all applicable human rights and employment laws.

Suppliers must complete a questionnaire and provide supporting documentation to demonstrate compliance with legal and QPL requirements before being added to the Approved Supplier List. Suppliers identified as higher risk are reviewed annually, with updated policies and evidence required.

QPL is committed to protecting personal data and ensuring that all information is handled lawfully, fairly and transparently. All processing of personal data is carried out in accordance with our Data Protection Policy and the requirements of the UK GDPR and Data Protection Act 2018.

Ethical Sourcing

Ethical sourcing refers to the responsible and sustainable organisation of supply chains and the origin of raw materials. Public sector entities must ensure that products are ethically sourced and that employee health and safety is protected throughout the supply chain.

QPL conducts checks on suppliers to assess:

- Their commitment to addressing climate impacts and carbon footprint,
- Whether they have policies and practices to protect workers,
- Whether they are at risk of tax avoidance practices.

Progress Reporting

Progress reporting is essential to the credibility of QPL's science-based targets. All companies with SBTi-approved targets must publicly report progress annually in line with SBTi Criteria and Recommendations. Public disclosure may be made through CDP's climate change questionnaire, company reports, or our website.

These targets reflect our transition to a leaner and greener operation, with increased focus on the SDGs. For the 2024/25 reporting period, the Sustainability Task Force will develop objectives and targets to measure the real impact and stakeholder benefits of our sustainability journey.

Equality & Diversity

QPL is committed to fostering a supportive and inclusive culture across the workforce. We promote equality of opportunity and ensure that no individual is discriminated against in the delivery of our business activities.

We aim to embed the values of equality, diversity, and respect into everything we do. All employees and job applicants will be given equal opportunity, and our workforce will be representative of all sections of society. Every employee will be respected and valued to enable them to perform at their best. This supports SDG 5.

This CSR Charter reinforces our commitment to equality and fairness, ensuring no less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex, or sexual orientation. Bullying, harassment, disrespectful or discriminatory behaviour will not be tolerated.

All roles within QPL are paid above the National Minimum Wage, and wages are monitored and adjusted in line with the National Minimum Wage Act 1998 and, where applicable, the London Living Wage.

Employees will be treated fairly and with respect. Selection for employment, promotion, training, or benefits will be based on aptitude and ability. All employees will be supported to develop to their full potential.

QPL is committed to:

- Recognising and valuing individual contributions and differences,
- Encouraging dignity and respect among employees,
- Making development and progression opportunities accessible to all,
- Creating an environment where concerns can be raised safely,
- Employees may raise concerns through the company's formal Grievance Policy, which provides a clear, confidential and fair process for resolving issues. The Grievance Policy is available within the IMS, QUEST and the Library,
- Addressing any breaches of policy through disciplinary procedures.

Legal Framework

This policy is implemented within the framework of relevant legislation, including:

- Equality Act 2010,
- National Minimum Wage Act 1998,
- Employment Act 2008,
- Human Rights Act 1998,
- Rehabilitation of Offenders Act 1974,

- Protection from Harassment Act 1997,
- Environmental Protection Act 1990,
- Climate Change Act 2008,
- Modern Slavery Act 2015.

This supports UN SDG 8 (Decent Work & Economic Growth).

Workplace

QPL provides equal opportunities to job applicants and employees, recognising that our reputation depends on the wellbeing, effectiveness, and skill base of our workforce. We promote equal treatment in areas including pay, fair treatment, and employment opportunities for a diverse workforce.

Flexible working arrangements are offered where practicable to support work-life balance.

QPL is committed to promoting mental health and wellbeing by creating a culture that supports social wellbeing, physical health, and organisational success. We provide high-standard workplaces for employees, customers, and clients, with strong adherence to health and safety requirements in line with ISO 45001.

Environment

QPL seeks to minimise the environmental impacts of its activities and reduce carbon effects through electrification and improvements to rail infrastructure.

Our environmental management practices, including pollution prevention, waste minimisation, electrification initiatives and continuous improvement under ISO 14001, contribute to UN SDG 13 (Climate Action) by reducing our environmental footprint and supporting long-term climate resilience.

Community

QPL works closely with local communities to build strong relationships. Many employees live locally, and we engage with schools, colleges, universities, and community groups, particularly through apprenticeship programmes.

Clients

QPL works closely with clients to ensure that:

- Work is planned to minimise disruption, including deliveries and collections,
- All work is completed within specified timeframes,
- All work is carried out safely and in accordance with process,
- We participate in joint safety ventures, client meetings, seminars, and information sharing,
- Communication and collaboration are maintained.

Client satisfaction is monitored through various channels, and improvements are implemented in line with ISO 9001. Positive feedback is shared with individuals.

Suppliers

QPL works with suppliers to meet client requirements through cost-effective, timely, and accurate delivery of parts, materials, and consumables. We assess suppliers on:

- Relationship development and strengthening,
- Risk minimisation,
- Value maximisation.

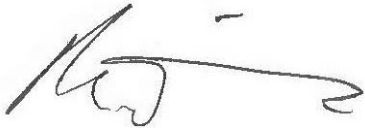
We also review key documents to ensure adherence to best practice, UK law, and relevant standards, including:

- Modern Slavery Act 2015,
- Bribery Act 2010,
- Insurance documentation,
- RISQS accreditation,
- HSQE policies and accreditations
- Waste carrier licences,
- FORS,
- Accident and incident statistics.



John Murphy
Managing Director
Quattro Plant Ltd
May 2026

As Corporate Strategy of Quattro Plant Ltd, I countersign this policy statement and shall ensure it is communicated and implemented.



Bob Browning
Corporate Strategy
Quattro Plant Ltd
May 2026

THIS POLICY REMAINS VALID UNTIL IT IS REVISED AND/OR RE-ISSUED