

CBES LTD

Social Value Report 2025

REPORTING PERIOD
1 Jan – 31 Dec 2025

SOCIAL VALUE GENERATED
£124 million

Contents

This report brings together the environmental, social and economic value created through the way CBES operates, delivers projects and works with its people, customers, suppliers and communities.

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A message from our Managing Director



Fraser Allan

Managing Director, CBES Ltd

“Social value is not something that sits alongside our core business - it is created through the decisions we make every day.”

Welcome to the CBES Social Value Report for 2025.

Social Value is increasingly part of how our customers, our people and our communities define successful delivery. For CBES, it is not something that sits alongside our core business. It is created through the decisions we make every day - how we employ and develop people, how we work with suppliers, how we support communities, how safely we operate and how we reduce our environmental impact.

Throughout 2025, we continued to strengthen these areas while improving the way we measure and understand our impact. We have made progress, but we also recognise that meaningful social value is a long-term commitment. Some outcomes can be measured in pounds, hours or tonnes; others are reflected in skills gained, safer workplaces, stronger communities and the relationships we build.

This report shares the progress made during 2025, the people and partnerships behind it, and the areas where we will continue to improve. I would like to thank our colleagues, customers, suppliers and community partners for the contribution they have made throughout the year.

Fraser Allan

Managing Director · CBES Ltd

Our approach to social value

Social value is embedded in the way CBES operates. Our framework brings together five connected areas — Sustainability; Health, Safety & Wellbeing; Our People; Responsible Procurement; and Communities & Giving.

Together, these areas help us look beyond the immediate delivery of a contract to the wider outcomes our business can create. We use the Social Value Portal to quantify relevant activity, giving us a consistent way to demonstrate financialised social value — though not every meaningful outcome can or should be reduced to a number.



Commitment to international standards

The United Nations Sustainable Development Goals provide a recognised framework for understanding how responsible business can contribute to wider environmental, social and economic outcomes.

CBES uses the SDGs as a reference point when considering the areas where our activities can make a meaningful contribution. Across this report, our work connects particularly strongly with goals relating to good health and wellbeing, quality education, decent work, reduced inequalities, responsible consumption and production, climate action and sustainable communities.

The SDGs do not replace our own objectives or measures. Instead, they provide a common language that helps us explain how local actions - from apprenticeships and community projects to carbon reduction and responsible procurement - contribute to wider sustainability priorities.



The SDGs give us a common language for explaining how local actions - from apprenticeships to carbon reduction - contribute to wider sustainability priorities.

Our social value pillars

SOCIAL VALUE IS EMBEDDED THROUGHOUT THE WAY CBES OPERATES. OUR SOCIAL VALUE FRAMEWORK IS BUILT AROUND FIVE CORE PILLARS THAT REFLECT THE AREAS WHERE WE CAN MAKE THE GREATEST POSITIVE IMPACT THROUGH OUR BUSINESS, OUR PEOPLE AND THE SERVICES WE DELIVER.

Together, these pillars guide our approach to responsible business, helping us create environmental, social and economic value for our customers, colleagues, supply chain partners and the communities we serve. Aligned with the United Nations Sustainable Development Goals (UN SDGs), they provide a clear framework for delivering, measuring and continually improving our social value performance.



Sustainability:

We are committed to reducing the environmental impact of our operations while supporting our customers in achieving their own sustainability objectives. Through carbon reduction, resource efficiency, waste minimisation and responsible environmental management, we are working towards our Net Zero ambition and contributing to a more sustainable future.

HSE:

The health, safety and wellbeing of our colleagues, customers and everyone affected by our work remains our highest priority. We are committed to maintaining safe working environments, promoting a positive safety culture and supporting the physical and mental wellbeing of our workforce.

People:

Our people are at the heart of our business. We are committed to attracting, developing and retaining talented individuals by investing in learning, career development, apprenticeships and creating an inclusive workplace where everyone has the opportunity to succeed.

Responsible Procurement:

We work closely with our supply chain to create shared value through responsible and sustainable procurement. By building collaborative relationships, supporting local businesses and embedding ethical and environmental considerations into our purchasing decisions, we strengthen resilience and deliver wider benefits for our customers and communities.

Communities & Giving:

We are committed to creating lasting positive impact within the communities where we operate. Through volunteering, charitable partnerships, education, skills development and community engagement, we work alongside local organisations to create opportunities, strengthen communities and deliver meaningful social value beyond our core services.

Social value objectives

Our objectives translate the five pillars into practical commitments - giving us a basis for setting targets, monitoring performance and identifying where further action is needed.



Sustainability

- Reduce operational emissions and progress towards Net Zero by 2040
- Support customer decarbonisation through engineering expertise
- Improve the quality of supply-chain emissions data



Health, Safety & Wellbeing

- Maintain zero RIDDOR-reportable incidents
- Strengthen our proactive near-miss reporting culture
- Deliver health, safety & wellbeing training across the business



Our People

- Invest in learning, apprenticeships & leadership development
- Improve employee engagement and inclusion
- Support career progression from within



Responsible Procurement

- Strengthen supplier ESG due diligence
- Expand the Supplier Code of Conduct rollout
- Increase spend with responsible & local suppliers



Communities & Giving

- Deliver valuable community projects and partnerships
- Increase employee volunteering hours
- Support education, charities & local employment

These objectives provide the link between strategy and delivery - from board-level commitments to what happens on site every day.

2025 Highlights

£124m

Social Value generated

99.6%

WASTE
DIVERTED
FROM
LANDFILL

SBTi
APPROVED
TARGETS

0

RIDDOR
INCIDENTS

18,000+

TRAINING
HOURS

0

POLLUTION
INCIDENTS

**NET ZERO
BY
2040**



8%

REDUCTION IN
CARBON
INTENSITY



100%

HYBRID
COMPANY
CAR FLEET

594

VOLUNTEERING
HOURS





— 02 · SUSTAINABILITY

Our sustainability vision

As an engineering and facilities management business operating across the UK, CBES recognises that our activities have an environmental impact. We also have a significant opportunity to help customers improve the performance of the buildings and infrastructure they operate.

Our sustainability approach therefore has two dimensions: reducing the environmental impacts of our own operations, and using our technical expertise to help customers reduce theirs - through energy efficiency, carbon reduction, responsible resource use and lower-carbon technologies.

NET ZERO BY 2040

SCIENCE-BASED TARGETS

ISO 14001 CERTIFIED

Decarbonising our business

Every company car went hybrid in 2025 - and that's just the start.

Colleagues also had access to an electric vehicle salary-sacrifice scheme. We continued to use renewable electricity, smarter fleet management and more efficient working practices to reduce unnecessary energy use and travel - part of a longer-term programme, not a single intervention.



100% 2040

Hybrid company car fleet

Net Zero ambition

Fleet transition is one visible part of a much wider decarbonisation effort.



Hybrid fleet

100% of company cars transitioned to hybrid during 2025.



EV salary sacrifice

Colleagues can access an electric vehicle scheme.



Renewable electricity

Continued use across directly controlled premises.



Smarter fleet management

Telematics and behavioural change combined.

Helping customers decarbonise

Some of the greatest environmental value CBES can create sits beyond our own operational footprint. Through our engineering expertise, Energy & Innovations capability and strong supply-chain partnerships, we work with customers to identify practical ways to reduce energy consumption, carbon emissions and operating costs across their estates.

During 2025, 16 energy and decarbonisation projects were trialled and rolled out across 517 sites - demonstrating the scale of opportunity created when technical expertise, data and innovation are applied across large property portfolios.

Case study · Co-op

In 2025, CBES connected 56 Co-op store sites to their Building Management System, bringing shop-floor air-conditioning units under centralised control - enabling accurate temperature set points and scheduling around store opening times. The installations delivered 66,179 kWh of energy savings and 11.71 tCO₂e of carbon savings during 2025, with projected annual savings of 398,019 kWh as installations continue to operate.



£25m+

Value delivered for customers

18,200+

tCO₂e of carbon savings

~400k

kWh of projected energy savings

517

Sites across 16 projects

CASE STUDY · SUSTAINABILITY

Penrith Leisure Centre

Client

Westmorland & Furness Council

£640k

Project value

29.11

tCO₂e embodied carbon saving vs original design

408

solar panels installed

THE NEED

CBES was appointed to deliver a decarbonisation project at Penrith Leisure Centre, including roof remediation, solar PV renewal and additional PV panels, mansafe systems, pest-proofing and gutter repairs - all on a live, operational public facility.

WHAT CBES DID

We reviewed the client's original proposal and, working with specialist supply-chain partners, identified an alternative roofing system using mineral fibre insulation beneath metal roofing panels - retaining the existing structure and improving thermal performance.

THE DIFFERENCE

A whole-life carbon assessment quantified the benefit of the revised approach: lower-carbon, UK-manufactured materials, fewer fixings, and crane use cut from nine days to one - reducing embodied carbon by 29.11 tCO₂e.

A simple design change - the same outcome for the client, at a fraction of the embodied carbon.

GIVING BACK TO THE LOCAL COMMUNITY

We believe in giving something back to local communities in which we work and were delighted to sponsor a BMX track for local kids. Over 300 hundred riders took part with young children using the track before school and teenagers enjoying it in the evening hours.





Waste
Reduction

Responsible resource management

Reducing environmental impact extends beyond carbon. We also consider how materials, energy and natural resources are used throughout the lifecycle of our work.

Where practical, we look for opportunities to extend asset life, repair rather than replace, reuse materials and improve recycling.

These actions can reduce environmental impact while also improving efficiency, avoiding unnecessary waste and helping customers get better value from the assets they operate.



Circular
Economy

99.6%

diverted from landfill in 2025

76.4%

reprocessed



Resource
Efficiency

Extending the life of an asset is, in itself, one of the most effective forms of environmental responsibility.

Extend, don't replace

Repairing and extending asset life where practical, before considering replacement .

Better customer value

Responsible resource use also supports efficiency and cost performance for customers.



Energy
Management

Our Approach to Sustainable Procurement

Set Expectations

Supplier Code of Conduct
ESG Requirements

Assess Performance

ESG risk assessments
Supplier questionnaires
Due diligence

Collaborate & Improve

Supplier engagement
Sharing best practice
Corrective actions

Create Shared Value

Reduced emissions
Better ESG performance
More resilient supply chain

“More than 93% of our carbon footprint lies within our supply chain, making supplier engagement central to our Net Zero strategy.”

Collaboration is essential to achieving meaningful environmental progress. As the majority of our carbon footprint lies within our supply chain, working closely with suppliers remains one of our greatest opportunities to drive long-term improvement.

During the year, we continued strengthening our approach to sustainable procurement by embedding environmental, social and governance considerations into supplier engagement and procurement activities.

OUR SUPPLIER CODE OF CONDUCT

ESG assessments & supplier engagement programme help encourage responsible business practices while supporting suppliers on their own sustainability journeys.

Improving supply chain transparency also enables us to enhance the quality of our emissions reporting and better understand opportunities to reduce greenhouse gas emissions across our value chain.

Sustainable Supply Chains

Environmental stewardship in practice

Protecting the natural environment requires more than reducing carbon emissions. Across our projects and operations, we apply robust environmental management practices that minimise risk, protect natural resources and support responsible delivery.

By embedding environmental considerations into planning, procurement and site operations, we help safeguard the communities and environments in which we work.



Legal Compliance & Environmental Governance

We maintain a comprehensive environmental management framework supported by our certified ISO 14001 EMS. Regular reviews of legal requirements, risks and site-specific controls help ensure compliance while driving continual improvement.



Protecting the Natural Environment

We seek to minimise impacts on land, water, biodiversity and local ecosystems through careful planning and risk management. Ecological, archaeological and biodiversity assessments help ensure projects are delivered responsibly.



Sustainable Procurement

Environmental considerations are embedded into our procurement decisions. We work with suppliers that share our commitment to responsible business and increasingly incorporate ESG criteria into supplier selection and monitoring.



Supporting Local Communities

Where practical, we source materials and engage suppliers from within the communities in which we operate — reducing transport-related emissions while supporting local businesses and regional supply chains.



Responsible Site Operations

Environmental management is integrated into every stage of project delivery. Site-specific environmental and pollution prevention plans help minimise impacts and promote efficient, responsible working practices.



Continuous Improvement

Environmental stewardship is supported through ongoing training, innovation & performance monitoring - regularly reviewing performance and sharing best practice to identify new ways to reduce our impact.

Performance Indicator	2025 Result
Pollution incidents	0
Carbon footprint (excl. supply chain)	5,075 tCO ₂ e
Carbon footprint (incl. supply chain)	75,019.5 tCO ₂ e
Carbon intensity (excl. supply chain)	26.99 tCO ₂ e/£m
Change in carbon intensity vs 2024	8% reduction
Waste diverted from landfill	99.6%
Waste reused or reprocessed	76.4%
Site fossil fuel reduction (vs 2019)	96%

Key Environmental Initiatives

- Continued use of low-carbon site accommodation units.
- Continued deployment of PV lighting and HVO-powered welfare units on suitable projects.
- Ongoing use of telematics to improve service engineer routing and operational efficiency.
- Continued delivery of CITB Site Environmental Awareness Training (SEATS).
- Environmental management maintained through our ISO 14001 certified EMS.

Supplier-specific emissions data & carbon reduction

In 2025, CBES enhanced its supply chain emissions data, moving away from a purely spend-based calculation method towards more supplier-specific emissions data. This improved the accuracy and transparency of our carbon reporting and provided a clearer picture of emissions across our supply chain. As a result, our reported supply chain emissions reduced by over 60,000 tonnes of CO₂e, reflecting both improved data quality and a more accurate representation of our emissions footprint.

8%

Intensity reduction
per £1m turnover

84.1

person intensity
(tCO₂e per employee)

93%

Of our footprint sits
within the supply
chain

60k+

tCO₂e supplier-
specific emissions
reduction

Looking ahead

Creating lasting environmental value requires continual improvement. As our business grows, we remain committed to reducing our environmental impact while helping customers and suppliers achieve their own sustainability ambitions.

Sustainability is not a standalone initiative - it is embedded into the way we operate, the services we deliver and the partnerships we build. By continuing to innovate, collaborate and improve, we will play our part in creating a more sustainable built environment for the future.



NET ZERO

Achieve Net Zero
greenhouse gas
emissions by 2040.



PARTNERSHIP

Work collaboratively
with customers and
suppliers to
accelerate
decarbonisation.



CONTINUOUS IMPROVEMENT

Use robust data to
drive measurable
environmental
progress.



INNOVATION

Deliver practical
engineering solutions
that improve
environmental
performance.



RESPONSIBILITY

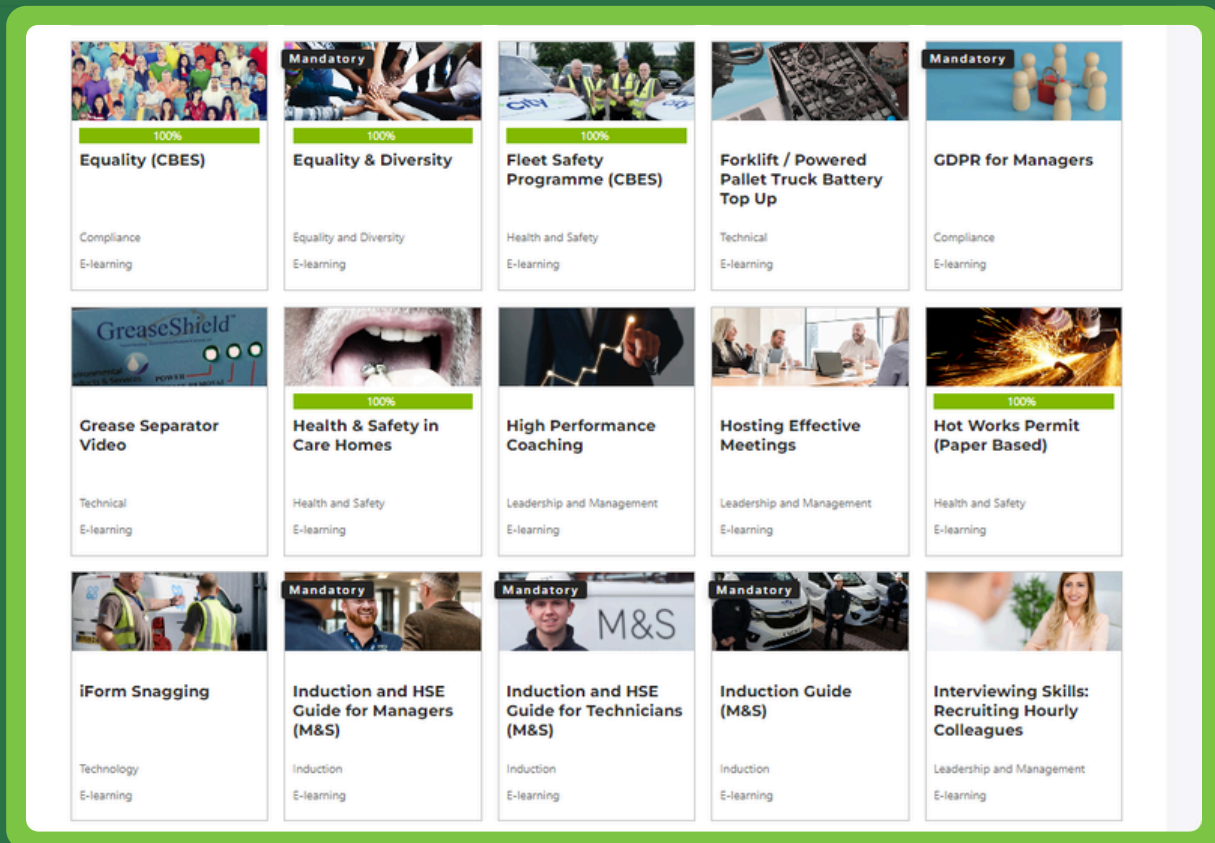
Achieve Net Zero
greenhouse gas
emissions by 2040.

Sustainability training & education

Environmental performance depends on people having the knowledge and confidence to make good decisions in their day-to-day roles. CBES supports this through in-house learning, our online learning platform and accredited environmental training, including CITB Site Environmental Awareness Training.

Colleagues also have access to learning resources through the Supply Chain Sustainability School, supporting wider awareness of sustainable construction and responsible supply-chain practices.

Training helps turn sustainability from a strategy into something that can be applied on site, in offices and through the decisions we make with customers and suppliers.





— 03 · HEALTH, SAFETY & WELLBEING

Everyone goes home safely, every day

Health, Safety and Environmental excellence is fundamental to how CBES operates. Our ambition is simple: protect our colleagues, customers, communities and the environment, while creating a culture in which everyone takes responsibility for doing the right thing.

ZERO RIDDOR INCIDENTS

ISO 45001 CERTIFIED

2.6M+ HOURS WORKED

Our HSE Values

At CBES, our vision is clear: to protect our colleagues, stakeholders and the environment, while maintaining a business that ensures everyone returns home safely every day. Health, Safety and Environmental (HSE) excellence remains at the core of our operations and underpins every aspect of our service delivery.



LEADERSHIP

Strong leadership is fundamental to maintaining a positive health, safety and environmental culture. Our Management Board and Operational Management Team demonstrates a clear and visible commitment to ensuring the highest standards of performance are achieved across all areas of the business.

Through active governance, regular performance reviews and strategic oversight, the Board ensures that HSE considerations are embedded within decision-making processes and operational activities, reinforcing our ambition to continually improve performance, protect our people and minimise our environmental impact.

Call it Out

**Do the
Right
Thing**

**Don't
Compromise**

**Send
Everyone
Home
Safely,
Every Day**

Experience and continuous improvement



With more than 20 years of experience delivering construction and engineering solutions, CBES has developed a mature and robust approach to managing the needs of our people, customers, the environment and wider stakeholders.

SUPPORTED BY INTERNATIONALLY RECOGNISED MANAGEMENT SYSTEMS

- ISO 9001 – Quality Management
- ISO 14001 – Environmental Management
- ISO 45001 – Occupational H&S Management

RECOGNISED IN 2025 THROUGH INDUSTRY AWARDS INCLUDING

- Sir George Earle Trophy – Finalist
- Industry Sector (Construction & Engineering) – Winner
- RoSPA Scotland Trophy – Best Performing Company in Scotland
- Fleet Safety President's Award – 12th Consecutive Gold Award

These achievements reflect the dedication, professionalism and collective effort of our teams in maintaining exceptional health, safety and environmental standards across all areas of operation.



Performance, assurance and monitoring

Measuring performance through clearly defined targets and metrics enables us to demonstrate progress, drive accountability and identify opportunities for continual improvement.

Throughout 2025, we maintained a rigorous programme of operational assurance, completing 312 internal inspections and audits across 172 sites and operational workplaces. This proactive approach enables us to identify potential risks, share best practice and ensure consistent compliance with our HSE standards.

A key indicator of performance is our internal inspection score, which achieved an impressive 96% compliance rating during 2025. This result highlights the commitment and vigilance of our operational teams in maintaining safe and compliant working environments.

In addition to our internal assurance activities, CBES underwent a range of independent assessments and audits by organisations including Achilles, BSI, BESA, NACOSS and NICEIC. We successfully retained all registrations, certifications and accreditations, demonstrating continued compliance with industry-leading standards and regulatory requirements.

Customer assurance also remained a key measure of success. During 2025, 48 customer audits were completed, resulting in an average audit score of 97%. These outcomes provide independent validation that our high HSE standards are consistently delivered across our diverse customer portfolio.

Collectively, these results demonstrate CBES's continued commitment to maintaining a safe, healthy and environmentally responsible business, while continually improving performance for the benefit of our colleagues, customers, communities and stakeholders.



172

SITES AUDITED

312

INTERNAL
INSPECTIONS

96%

COMPLIANCE

48

CUSTOMER
AUDITS

97%

CUSTOMER
AUDIT SCORE

Key health, safety and environmental metrics

Our commitment to creating safer workplaces and embedding a positive safety culture across the business is reflected in our 2025 performance.



Safety performance

During 2025, CBES colleagues and supply chain partners delivered over 2.6 million hours of work while maintaining an exceptional safety record, with zero RIDDOR-reportable incidents recorded across our operations.

While the total number of recorded accidents increased from 13 to 18 year-on-year, all incidents were classified as minor. Importantly, our Accident Frequency Rate (AFR) remained at 0.15, substantially below our internal target of 0.5 and representing the lowest AFR achieved by the business to date.

This performance resulted in an Injury Incidence Rate of 0 across both our Construction & Engineering activities

and our Facilities Management and Building Services workstreams. These results demonstrate the effectiveness of our health and safety management systems across our diverse range of services.

Although lagging indicators such as accident statistics provide valuable insight into performance, they represent only one measure of success. At CBES, we assess our HSE performance through a broader lens, including workforce engagement, training and development, occupational health, customer assurance, environmental performance and the effectiveness of our risk management initiatives.

‘Know Safety, No Harm’ campaign

Central to our safety culture is our “Know Safety. No Harm.” campaign, which reinforces a simple but powerful message: understanding risk is the foundation of preventing harm.

The campaign encourages every colleague, contractor and partner to take ownership of safety by remaining vigilant, identifying hazards, challenging unsafe behaviours and sharing lessons learned.

By embedding safety awareness into everyday activities, we continue to strengthen a culture where everyone feels empowered to stop, think and act safely.

More than a slogan, “Know Safety. No Harm.” reflects our belief that safety excellence is achieved through knowledge, engagement and personal accountability - supporting our collective goal of ensuring everyone returns home safely every day.



A strong reporting culture & proactive risk management

A strong reporting culture remains one of the clearest indicators of a mature and engaged workforce. In 2025, Near Miss and Potential Incident (NM/PI) reports accounted for 99% of all reported safety events — underlining the proactive approach taken by our colleagues and contractors to identifying and managing risk before harm occurs.

At CBES, we view every Near Miss report as a positive intervention rather than a negative outcome. Each report represents an opportunity to learn, improve and prevent future incidents before they occur — strongly aligned with our “Know Safety. No Harm.” philosophy.

The combination of robust Near Miss reporting, a record-low AFR and zero RIDDOR incidents demonstrates the strength of our safety culture and the collective commitment of our people to continuous improvement.

1,125

NM/PI reports submitted in 2025

99%

NM/PI % of all reported safety events

68 / 32

Split: construction vs FM & service

Health, safety & wellbeing initiatives

At CBES, creating a safe, healthy and supportive working environment is fundamental to our values and our commitment to ensuring that everyone returns home safely every day. Through a combination of targeted campaigns, workforce engagement, training and wellbeing support, we continue to strengthen our culture of prevention, awareness and personal responsibility.

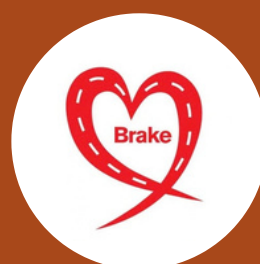
ENGAGEMENT & AWARENESS

Throughout 2025, our Health, Safety and Wellbeing Engagement Calendar provided a structured programme of campaigns aimed at raising awareness, promoting positive behaviours and supporting colleague wellbeing.

We continued to actively support a number of recognised initiatives and charity-led campaigns, including Mates in Mind, Stop. Make a Change, and Brake Road Safety Week.

These initiatives complemented our wider occupational health, safety and wellbeing programme, helping to drive conversations around mental health, workplace safety, personal wellbeing and responsible driving.

Aligned with our “Know Safety. No Harm.” philosophy, these campaigns encouraged colleagues to take a proactive approach to managing risks, supporting one another and creating a workplace culture where safety and wellbeing remain shared responsibilities.



Supporting health & wellbeing

We recognise that maintaining a safe workplace extends beyond physical safety and includes supporting the health and wellbeing of our people.

Throughout 2025, colleagues continued to have access to professional occupational health services through our retained provider, Wellness International, alongside confidential support through our Employee Assistance Programme (EAP). These services provide a range of wellbeing resources, advice and specialist support, helping colleagues manage both personal and work-related challenges.

Together, our engagement initiatives, training programmes, communication channels and wellbeing services reinforce our commitment to delivering a culture where “Know Safety. No Harm.” is more than a campaign — it is a shared mindset that helps protect our people and deliver positive outcomes for our colleagues, customers and communities.

Employee Assistance Phone line (EAP)

All colleagues have access to the Employee Assistance Phone line (EAP).

The independent, confidential phone line is open 24 hours a day, 7 days a week, and is provided through Healthshield.

A specialist team of experienced, qualified counsellors can help with a wide range of concerns such as relationship difficulties, anxiety and emotional problems, work related issues, bereavement, family difficulties, stress and debt.

Wellbeing Discounts



Employee Assistance Programme



Building competence through training

IMPROVING SAFETY PERFORMANCE

ENGAGEMENT & COMPLIANCE

SLIDE: 32 OF 58

city

Employees and workers are encouraged to engage on all matters of health, safety and welfare.

INSPECTIONS & CHECKS	EMERGENCY PROCEDURES	UNDERSTANDING KEY TERMINOLOGY	FIRST AID PROVISION	HSE COMPLIANCE
Regular workplace inspections, such as: • daily checks • scheduled audits • specialist assessments help identify hazards before they cause harm. These inspections cover everything from housekeeping and equipment condition to emergency preparedness.	Emergency procedures are another cornerstone of workplace safety. Clear plans for: • fire; • chemical spills; • medical emergencies; • evacuations; must be in place, communicated, and practiced through drills.	Understanding key terms is essential: • an accident is “an unplanned event causing injury or damage”; • “an incident is an event that could have caused harm but didn’t”; • “a near miss is a close call that highlights a potential hazard”. Reporting all three helps prevent future harm.	First aid provision ensures immediate care for injuries, with trained personnel and accessible kits available at all times. Health surveillance monitoring tracks workers’ exposure to risks like: • noise; • chemicals; • stress; ensuring early intervention.	The Health and Safety Executive (HSE) plays a critical role by • setting regulations, • conducting inspections • enforcing compliance. By working together, employers, employees, and regulators, we can reduce risks and create safer, healthier workplaces for everyone.

Developing competent, informed and confident colleagues is essential to maintaining high standards of health, safety and environmental performance. During 2025, our internal training team delivered 112 in-house training courses, attended by 915 delegates across the business. These courses covered a broad range of operational, technical and compliance-related topics, ensuring our workforce remained equipped with the knowledge and skills required to perform their roles safely and effectively.

In addition, colleagues completed 3,612 eLearning training modules through our in-house learning platform, “City Evolve”, providing flexible access to training and continuous professional development opportunities. Investment in training remains a key component of our HSEQ strategy, supporting both regulatory compliance and the ongoing development of a positive safety culture across all levels of the organisation.

915

DELEGATES

112

IN-HOUSE TRAINING COURSES

3,612

E-LEARNING COURSES COMPLETED

48

CUSTOMER AUDITS

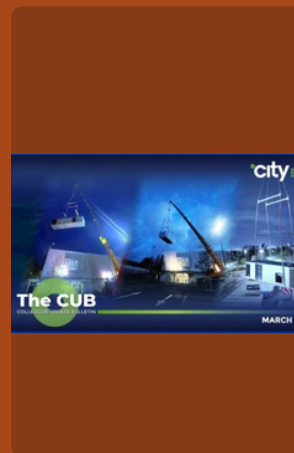
Communication and workforce engagement

Effective communication is critical to ensuring safety remains visible, relevant and embedded throughout the business. Health, Safety and Environmental performance is a standing agenda item across senior leadership, national management and operational team meetings, reinforcing accountability and ensuring HSE considerations remain central to decision-making.

To support our dispersed workforce, we maintain a comprehensive programme of communications, including:

- **Regular Health and Safety Alerts and Bulletins**
- **The monthly CBES Update Board (CUB)**
- **Our quarterly communication publication, Head's Up**
- **The monthly Risk Management Webinar Series**

Delivered by our HSE team, the webinar series provides colleagues with practical guidance and learning on a range of topics relevant to our operations, including workplace safety, risk management, health and wellbeing, and fleet safety. These communication channels help to promote learning, share best practice and ensure important safety messages reach colleagues wherever they are working.



Fleet safety performance

At CBES, fleet safety is a critical component of our overall Health, Safety and Environmental strategy. With a growing national fleet supporting the delivery of services across the UK, we remain committed to ensuring that both our vehicles and drivers operate safely, responsibly and efficiently. Through investment in technology, behavioural programmes and driver engagement initiatives, we continue to strengthen our fleet safety culture.

492

VEHICLES

6.7m

MILES DRIVEN

24%

INCREASE IN MILES
TRAVELLED

58%

SPEEDING EVENT
REDUCTION

Driving improvement through data

In 2025, our fleet comprised an average of 492 vehicles, including both commercial vans and company cars, collectively travelling more than 6.7 million miles in support of our operations.

Despite a 24% increase in miles travelled compared to the previous year, we achieved a 58% reduction in speeding events. While a change in telematics systems affected like-for-like data, the business has demonstrated significant improvements in driver behaviour and risk management across the fleet. Further analysis showed a 62% reduction in speeding events per 100 miles travelled, highlighting the effectiveness of our proactive approach to driver engagement, education and monitoring. These improvements support safer roads, reduced vehicle wear, lower emissions and improved fleet efficiency.

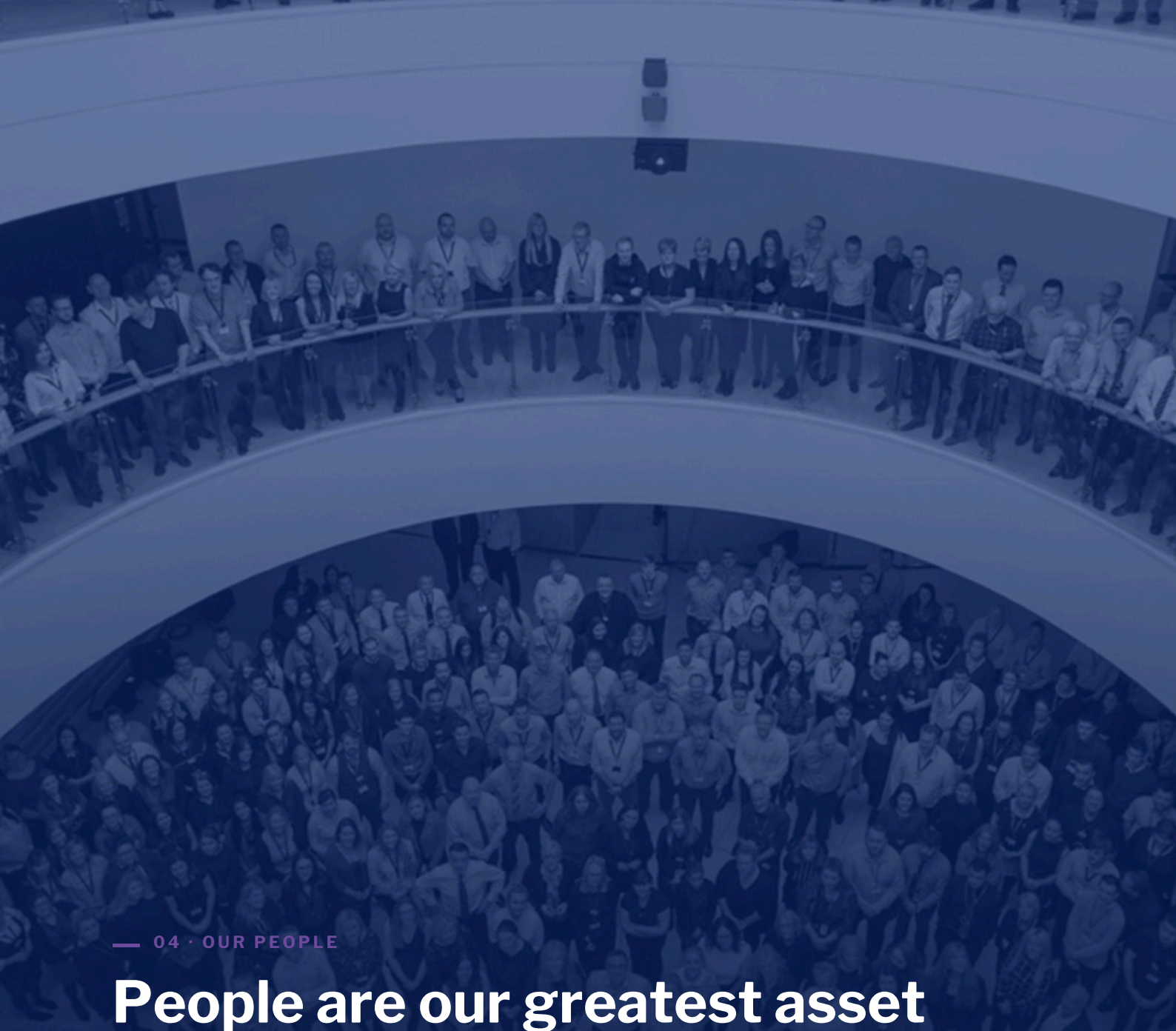
Our Driver Improvement Programme

Central to our approach is our Driver Improvement Programme (DIP), designed to positively influence driving behaviours and support colleagues in developing safer driving habits - combining increased monitoring with coaching and engagement.

Throughout 2025, we continued to strengthen the programme through:

- Enhanced fleet behavioural training for management teams
- Three Speed Awareness Courses for fleet drivers
- 53 Driver Safety Awards presented across the business
- Continued support of Brake Road Safety Week
- Ongoing role as a RoSPA Fleet Safety Ambassador
- Continued ScORSA membership, including its Steering Group
- Active involvement in Driving for Better Business





— 04 · OUR PEOPLE

People are our greatest asset

Our people are central to the value CBES creates. We invest in skills, career development, engagement, inclusion and wellbeing because a strong business is built by people who have the opportunity, support and confidence to do their best work.

INVESTORS IN PEOPLE GOLD

80% ENGAGEMENT SCORE

892 COLLEAGUES

Our people

Our culture is focused on our vision and values, and our belief in delivering innovative solutions to our customers and stakeholders. Our people make us what we are, and to ensure we realise our potential, we invest in and develop our people by providing access to training and development opportunities that help us continue to deliver solutions and give great service to our clients.

DEVELOPING PEOPLE

Developing our people is a crucial component of what we do at CBES, and our desire to advance our people is highlighted through our various development programmes.

We initially achieved Investors in People (IIP) accreditation in 2018, were awarded 'Silver level' accreditation in 2021, and were delighted to be awarded 'Gold level' accreditation in 2024 - reflecting significantly improved compliance with the IIP framework. We identify key objectives each year to continuously improve our people processes and engagement, and are working towards 'Platinum level' accreditation upon renewal in 2027.

ENGAGING PEOPLE

Each year, our colleagues have the opportunity to give anonymous and constructive feedback in our 'Your Say' survey.

Honest feedback can highlight the areas where improvement and action is needed, as well as ways to simplify and improve what we do. We share the results with all colleagues each year and identify key targets with each division to ensure we can continue to make CBES a great place to work. Our engagement score is currently 80%, an increase of 0.5% on our previous survey.

Gold

Investors in People accreditation

80%

'YourSay' engagement score

2027

Target year for Platinum accreditation

DIVERSITY

CBES is committed to eliminating discrimination and encouraging diversity amongst our colleagues. Our aim is that our colleagues will be truly representative of all areas of society, and that each colleague feels respected and able to give their best.

We recruit, train and promote on the basis of ability and potential, regardless of background. We expect everyone who works with us, including our suppliers and subcontractors, to treat others with dignity and fairness, and to challenge discrimination.

MODERN SLAVERY

At CBES, we believe we have a responsibility to ensure that our colleagues are aware, informed and alert to the issue of Modern Slavery. We are clear on our responsibilities within our direct operations, and the role we have in the wider business community to detect and prevent instances of Modern Slavery.

We have a zero-tolerance stance on slavery and human trafficking, and are committed to a sustainable supply chain that meets our standards and aligns with our policies and values - driven through our leadership team, values and corporate social value commitments as part of our ESG strategy.



**INVESTORS
IN PEOPLE**



Equality, gender & fair pay



Gender Balance

33%

Of our UK Group Senior Team are women

We are committed to being a diverse and inclusive employer. As well as understanding our pay gap, we are committed to taking the right steps to reduce it and accelerate the pace of change.

OUR ACHIEVEMENTS

- Continued our focus on increasing the number of females in historically male-dominated roles through recruiting and promoting female colleagues into engineering, technical management and commercial positions.
- Established links with local schools close to all CBES offices, and the Co-op Academies Trust, to introduce female pupils and pupils from ethnic minority groups to careers in Construction and Engineering.
- Invested significantly in the technical, professional and personal development of our female Management Apprentices throughout 2025 to support their progression in the Trainee Design Manager role.



CLOSING THE GAP

Similar to many organisations in our industry, we have fewer women than men in senior positions and higher-paid roles, which also influences our bonus gap. This is not an excuse - we are committed to increasing the number of suitably qualified women who apply for, and progress within, roles at CBES.

RECRUITMENT

Increasing the number of suitably qualified & experienced female candidates shortlisted for vacancies.

Reviewing our adverts and recruitment documentation to ensure they are gender neutral.

Increasing our access to a diverse talent pool through our recruitment sources.

Working with our preferred recruitment agencies to ensure our shortlists have a greater gender balance.

Mean Gender Pay Gap	21.8%
Median Gender Pay Gap	22.8%
Mean Bonus Pay Gap	81.6%
Median Bonus Pay Gap	71.4%

PAY QUARTILE HEADCOUNT GENDER %

This is the percentage of male and female employees in four quartile pay bands (dividing our workforce into four equal parts).



COLLEAGUES RECEIVING A BONUS



Closing the gap starts with the pipeline - who applies, who is shortlisted, and who is supported to progress. To affect real change in the number of women in non-traditional roles, we believe it starts at an early age - through school engagement and building on our apprenticeship and graduate programmes.

Diversity & inclusion



Our Employee Network Groups focus on key aspects in raising the profile of gender and other forms of diversity within City, with targets set to increase the number of female appointments into traditionally male-dominated operational management roles.

City has partnered with the Employers Network for Equality and Inclusion (ENEI) to support our diversity, belonging and inclusion strategy - giving colleagues access to ENEI's library of resources, training and events. Through this partnership, City has marked Neurodiversity Celebration Week, International Women's Day and LGBT History Month.

We have committed to being a 'Menopause Friendly Employer', arranging webinars and menopause cafés to raise awareness across the business as we work towards full 'Menopause Friendly' accreditation.

Our values & behaviours

Our values epitomise our people and our culture, underpin how we do things every day, and are supported by robust, actionable and measurable behaviours that help colleagues deliver higher performance.

Our leadership behaviours complement our everyday values and set clear expectations for our leadership teams :

We are Progressive

We are Tenacious

We Inspire Trust

We Value People

We are City

These behaviours are also supported by clear and measurable descriptions, enabling our leaders to recognise and drive their own performance.



Strive to Improve

We seek and act on feedback, speak up to make things better, and welcome change.



Make it Happen

We never give up, we deliver solutions, and we give great service.



We are One City

We are all in, one team - inclusive, sharing a vision and working collectively.



Show You Care

We look out for one another, treat each other with respect, and don't compromise on safety.



Be Your Best

We do what we say, we are open and honest, and we take pride in what we do.

Developing people

At CBES, we have business-wide learning strategies to meet our current and future performance needs. As a progressive business with an inclusive learning culture, we continually invest in the development of colleagues at all levels.

We are focused on maintaining a strong culture of continuous learning to build on and enhance individual and collective capabilities. Our learning and development strategy is aligned with our business ambition, ensuring that we have people who are capable of contributing to the successful achievement of objectives.

We recognise that the education and development of our people is an essential contribution to an innovative and dynamic business, delivering excellent services across all of our customers. Our commitment is therefore to provide a diverse range of learning opportunities which allow our people to reach their fullest possible potential.



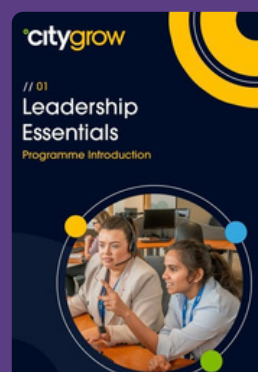
Nurturing talent

We have long established and widely accessible development programmes for aspirational colleagues.

Our 'Grow' leadership programmes are open to all colleagues and are delivered flexibly to ensure accessibility.

Delivered in a blended style and supported by a mentor, programmes are designed to be both practical and vocational, helping aspirational colleagues meet the requirements of the next level of role.

There are four programmes: Leadership Essentials, Leadership Growth, Leadership Excellence and Executive Leadership. Diversity in our talent pool is fundamental to a successful and forward-looking business.



60+

Promotions into
supervisory &
management roles



20+

Promotions into
middle management

Apprenticeships

CBES has a long history of supporting apprentices within the business.

Our commitment to providing opportunities includes 30 colleagues enrolled on our apprenticeship programmes, which we believe is an essential and fundamental investment in attracting and developing talented people - supporting them to develop technical skills and real work experience through structured learning, both academically and practically on the job.

We have established strong partnerships with colleges and universities nationally, and have a robust network of support in place with our apprenticeship providers. Our apprentices are partnered with a mentor for the duration of their programme.



"My experiences have only been good, I've felt supported throughout by everybody."

Mollie Brunyee

Trainee Design Manager, Refrigeration Division

30

Apprentices enrolled

900+

Technical & soft skills courses

3,900+

e-learning courses completed

30+

Days of leadership development

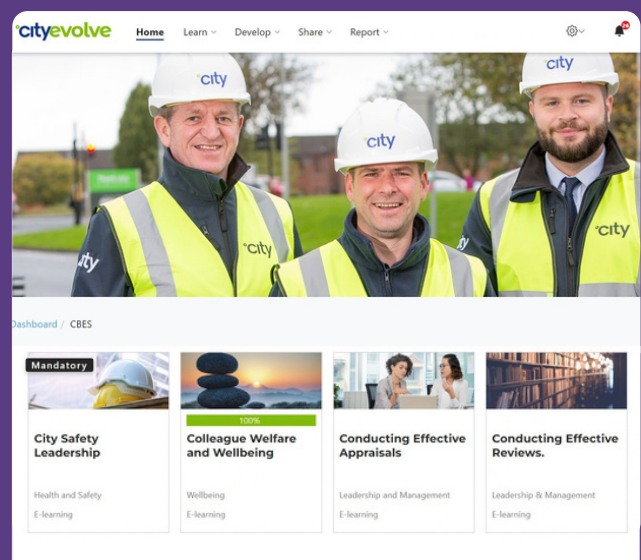
Undertaking our apprentice induction programme, and quarterly reviews with their line manager and mentor, ensures that we can identify and provide the right level of support to help them maintain progress. This network of support, our relationships with providers and continuing progress reviews ensures we sustain our ethos of developing young people and creating lasting careers at CBES.

We are proud of the achievements of our people. Several of our apprentices have gained awards for the quality of their work, including C&G Apprentice of the Year Award and College Apprentice of the Year Awards. Our continued investment in talent has led to a number of our apprentices progressing into roles such as Design Manager, Project Manager and National Refrigeration Manager.

Training & development

CBES offers a wide variety of accredited training solutions, including e-learning modules (including business ethics), in-person and virtual classroom courses, bespoke technical videos and online knowledge assessments approved by our awarding bodies - giving colleagues access to guides and tutor support.

Our Learning Management System supports colleagues through a combination of professional, technical and vocational training - helping build the skills our people need at every stage of their career.



Sustainable procurement

At CBES, procurement plays a critical role in delivering safe, sustainable and high-quality services for our customers. Beyond achieving value for money, we recognise that the decisions we make throughout our supply chain have wider environmental, social and ethical implications.

Our approach to responsible procurement is built upon transparency, collaboration and long-term partnerships.



By developing trusted relationships with our suppliers and encouraging continual improvement, we aim to create lasting value for our customers, our business and the communities in which we operate. We seek to work with suppliers who share our commitment to responsible business practices, recognising that sustainable outcomes are achieved through shared responsibility rather than contractual compliance alone.

Environmental performance, ethical conduct, human rights and governance are increasingly embedded throughout our procurement processes. Through supplier engagement, due diligence and continual improvement, we work to strengthen the resilience of our supply chain while supporting our wider sustainability ambitions.



No single supplier relationship or purchasing decision defines responsible procurement on its own. It's the accumulation of hundreds of smaller choices - who we work with, what we ask of them, how we monitor performance, every £ we spend - that adds up to a supply chain we can stand behind.

73%
spend with MSMEs

Responsible procurement

AT CBES, PROCUREMENT PLAYS A CRITICAL ROLE IN DELIVERING SAFE, SUSTAINABLE AND HIGH-QUALITY SERVICES FOR OUR CUSTOMERS. BEYOND ACHIEVING VALUE FOR MONEY, WE RECOGNISE THAT THE DECISIONS WE MAKE THROUGHOUT OUR SUPPLY CHAIN HAVE WIDER ENVIRONMENTAL, SOCIAL AND ETHICAL IMPLICATIONS.

Responsible procurement extends beyond selecting the right supplier. It requires clear expectations, effective governance and ongoing engagement throughout the supplier relationship.

During 2025, CBES continued strengthening its supplier management framework through the introduction of enhanced sustainability requirements, ESG assessments and greater engagement with suppliers on environmental and ethical performance.

Our Supplier Code of Conduct establishes clear expectations covering business ethics, labour and human rights, health and safety, environmental management and responsible business practices. Together with supplier due diligence and ongoing performance reviews, these measures help promote transparency, reduce risk and encourage continual improvement across our supply chain.

Where practical, we seek to source responsibly certified materials and work with suppliers who demonstrate a shared commitment to sustainability, supporting greater resilience and long-term value for our customers.



Ethical Procurement

Fairness, integrity and responsible business conduct underpin every purchasing decision.

Supplier Engagement

Working collaboratively with suppliers to improve ESG performance and support long-term sustainability objectives.

Responsible Sourcing

Promoting sustainable materials and recognised certification schemes including FSC® and PEFC™ where appropriate.



— 06 · COMMUNITIES & GIVING

Being a good neighbour

The communities in which we work are an important part of our social value story. We aim to be a good neighbour, respond to local needs, and use our people, skills, time and resources to make a practical difference.

£124M SOCIAL VALUE

594 VOLUNTEERING HOURS

30+ COMMUNITY PROJECTS

Creating Social Impact Beyond Our Contracts

SOCIAL VALUE AT CBES GOES BEYOND FINANCIAL CONTRIBUTIONS, IT IS ABOUT USING OUR PEOPLE, SKILLS AND EXPERTISE TO DELIVER LASTING BENEFITS FOR THE COMMUNITIES IN WHICH WE OPERATE.

We are uniquely positioned to make a practical difference. Every day our colleagues apply specialist technical knowledge to solve complex challenges for our customers. Through community partnerships, charitable initiatives and customer-led social value programmes, we apply those same capabilities to improve local facilities, support organisations in need, and create opportunities that extend beyond the services we provide.

Great impact can be achieved through practical action. Whether improving community spaces, sharing our expertise, supporting charitable organisations or working collaboratively with customers to deliver local priorities, we seek to leave a positive legacy wherever we work.

Social value is, therefore, not a separate activity, but an integral part of how we deliver our business. By empowering colleagues to identify opportunities within their own communities and working in partnership with customers, suppliers and local organisations, we continue to create positive environmental, social and economic impact across the UK.

£124m

in social value generated through our activities in 2025



>850 hours
of Social value activity



> £140,000
donations & in-kind
donations to communities
& charities



1,435 weeks
of apprenticeships



“Creating social value isn’t just defined by a single project or initiative. It’s built through the lasting relationships we develop, the expertise we share and the positive contribution our colleagues make within the communities they serve.”

COMMUNITY & CHARITY

ENGAGEMENT

& SUPPORT PROJECTS

WE BELIEVE IN GIVING BACK TO THE COMMUNITIES IN WHICH WE WORK, BEING A GOOD NEIGHBOUR AND HELPING WHEREVER WE CAN. WE ARE ALWAYS EXPLORING OPTIONS FOR SUPPORT AND ENGAGEMENT TO ADD VALUE WHEREVER WE OPERATE



1 CBES colleagues undertook repairs to a roof leak at 'Zoe's Place', a children's hospice in Liverpool which supports kids with life threatening and limiting conditions.

4 CBES Electrician David MacKenzie took part in the BBC's DIY SOS Big Build show to help support a Glasgow family in difficult circumstances, through accessibility adjustments to their home.

2 CBES sponsored the Women in Security Golf Day in celebration of women in the security industry. Our fire & security division colleagues also volunteered their time to assist at the event.

5 CBES | Co-op colleagues held a charity car wash event in support of the Barnardo's Children's Charity raising over £300.

3 CBES Colleagues took on the super-tough 3 peaks in 24 hours challenge in memory of their late colleague Tony Heald and to raise funds for the Brain Tumour charity.

6 As part of a large project at Tesco Yardley CBES Project Manager Richard Davison took time out to enhance the natural landscape laying bark paths and installing bird boxes around the site grounds.

Keeping a Barra abattoir running

Situated among historic croftlands on Barra's western shore, Gearradh-mor Guest House is operated by the MacLean family. Alongside welcoming visitors, the family runs a working farm and a vital abattoir that supports many of the island's crofters.

The abattoir's ageing refrigeration unit had become unreliable and was nearing replacement.

After the issue was raised with local Co-op colleagues, The Co-op team contacted CBES for advice. Our engineer Jim Pirrie inspected the equipment and saw first-hand how essential the facility was to local farming businesses.

Recognising the importance of keeping the abattoir operational, CBES chose to provide and install a new refrigeration unit free of charge.

The replacement ensured uninterrupted service for the farming community and removed the burden of a costly repair.

Anne MacLean thanked the company for its kindness and support, describing the gesture as 'remarkable'. The new system was quickly installed and commissioned and should provide reliable operation for years to come.



A new home for DropZone Youth Projects

DropZone is a pioneering youth charity in Barrow in Furness, Cumbria. Formed in 2004, the organisation's mission is to provide safe and supportive opportunities for young people across Furness.

Some of the facility's services include:

- TPS Learning Zone
- Workshops
- Teen Talk – support group
- Multi agency interaction
- Community support engagement
- True colours – LGBTQIA+ safe space

DropZone Youth Projects secured funding to transform a former Age Concern building into a vibrant, modern facility for young people.

The CBES team reconfigured the ground floor to create larger kitchen and workshop spaces, installing new ceilings, flooring, lighting and décor throughout.

At Christmas, the team provided selection boxes for the young people and gifts for staff.

As part of our social responsibility commitment, our team painted areas outside the project scope, helped remove and replace old furniture, shared supplier information, and donated tools and equipment for future maintenance.

Renewing a community hub

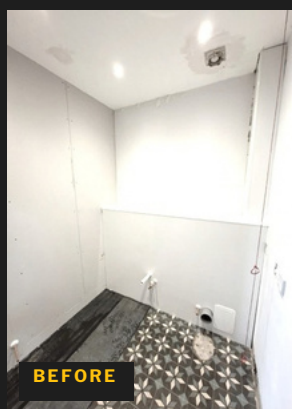
Located in Port Elphinstone, Inverurie, Scotland, the Port Elphinstone Community House serves as a vital hub for local residents.

Some of the facility's services include:

- Citizens' Advice services;
- A community larder and foodbank;
- Meeting spaces for local groups, such as the popular Family History Group;
- Events and activities, including blood pressure monitoring sessions, arts and crafts, bingo nights, tea parties, children's fundays, and much more.

Our Co-op partners asked us if we would like to lend a hand in a community project at the facility and we were more than happy to oblige. The planters in the centre's garden were rotten and falling apart and needed to be replaced, and the office suite was in need of re-decoration. Douglas Gray and Craig Pirie from our Co-op construction team travelled to Port Elphinstone to carry out the works, spending the day fixing, replacing and painting the planters, sprucing up the garden area and decorating the office space.

The staff and volunteers were delighted with the team's work.



WESTER HAILES · EDINBURGH

Improving accessibility

CBES colleagues made a lasting difference in Wester Hailes through the refurbishment of an accessible toilet at the Community Wellbeing Collective.

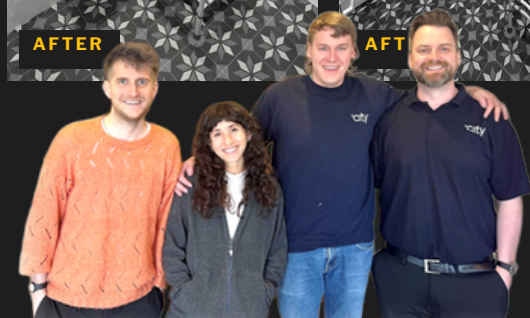
When the need for improved accessible facilities was identified through CBES's framework partnership with the University of Edinburgh, the team was eager to help.

The project was led by Construction Operations Manager Martin Livingstone and delivered by Joiner Hugh McLeod and Plumber Steven Murray. The Collective provides invaluable support to local residents through activities that improve wellbeing, encourage community engagement and reduce social isolation.

The refurbishment included installing a new toilet and basin, accessible support frame, panic alarm system, baby changing facilities and energy- efficient heating. Additional work improved hygiene standards, accessibility and the overall appearance of the space.

The upgraded toilet now provides a safer and more comfortable experience for visitors with mobility needs, carers and families.

The project reflects CBES's commitment to using the skills and expertise of its people to create positive, meaningful impacts within local communities.



Armed Forces Covenant



Ex-service placement, Inverness

We recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. CBES seeks to uphold the principles of the Armed Forces Covenant by:

- Promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public.
- Supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process.
 - Actively supporting serving personnel with work placement experience prior to leaving the forces, which has resulted in placement for a number after leaving the forces.
- Attending forces refrigeration technical training upskilling courses to present on industry opportunities and emphasising the skills / work ethics, forces personnel have, that employers are looking for in an ideal employee.
- Working with the Career Transition Partnership (CTP) to support the employment of Service leavers.
- Supporting our employees who are members of the Reserve Forces; granting additional paid/unpaid leave for annual Reserve Forces training; supporting any mobilisations and deployment.
 - Actively encouraging members of staff to become Reservists.
- Supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities.
- Supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist.

Above: One of the ex-service-people who recently undertook a work experience engineer placement with CBES in the Inverness area.



COMMUNITIES & GIVING

Summary... “Making a difference”



OUR ROOTS IN SOCIAL VALUE REMAIN FIRMLY EMBEDDED IN OUR FOUNDER’S MENTALITY AND FORM AN ESSENTIAL PART OF THE DNA OF THE CITY GROUP.



As a key business unit, CBES has used this annual report to set out our social value aspirations, expectations, achievements, and future targets. We are committed to being a sustainable and ethical business, and this report reflects our progress and our continued ambition to do more.

Over the past year, we have prioritised initiatives that enhance community well-being, support local economies, and advance environmental sustainability. These efforts are not only aligned with our business goals but reflect our deeper responsibility to the people and places we impact.

At the heart of our progress are our people. The milestones captured within this report would not have been possible without the passion, dedication, and shared purpose of our colleagues across the business. Their commitment drives our ability to make a real and measurable difference.

We have made meaningful progress by delivering against the five key pillars of our Social Value Framework. While challenges remain, these pillars continue to strengthen our social impact and ensure that climate change remains a central focus of our ESG strategy.

This year’s achievements give us both pride and purpose. It is vital that we acknowledge and celebrate the collective contribution of everyone at CBES in delivering social value through our daily operations. We remain committed to enhancing our impact year on year—for our colleagues, our customers, and the communities we proudly serve.



— 07 · RECOGNITION & CERTIFICATIONS

Standards you can trust

Responsible business is supported by systems, standards and external assurance. Our certifications, accreditations and awards provide evidence that the approaches described throughout this report are backed by established management systems and independently assessed requirements.

ISO 9001 · 14001 · 45001

ECOVADIS SILVER

ROSPA RECOGNISED

RECOGNITIONS & CERTIFICATIONS

Our customers trust us to deliver services safely, responsibly and to a consistently high standard. Independent certifications, awards and accreditations provide external assurance that the systems, governance and expertise described throughout this report are embedded across our business.

During 2025, CBES continued to maintain a broad portfolio of internationally recognised certifications, professional memberships and industry awards spanning quality, environmental management, health & safety, information security, people development and technical competence. Together, these demonstrate our commitment to operating responsibly, managing risk effectively and delivering consistently high standards across every area of our business.

Our certified management system, including ISO 9001, 14001, 45001 and 27001, provide the framework through which we manage quality, environmental performance, occupational health and safety, and information security. These are complemented by a range of specialist industry accreditations that support the diverse engineering services we deliver.

Alongside these certifications, external recognition such as **Investors in People Gold**, and the **RoSPA President's Award** reflects the strength of our organisational culture and our long-standing commitment to developing our people and maintaining exceptional health & safety standards.

As expectations of responsible business continue to evolve, independent assessment remains an important part of demonstrating accountability, building trust and driving continual improvement.

We remain committed to maintaining these high standards while continuing to strengthen every aspect of our business.

PROFESSIONAL MEMBERSHIPS & REGULATORY BODIES



HEALTH & SAFETY RECOGNITION



SUPPLY CHAIN & CONTRACTOR ACCREDITATIONS



MANAGEMENT SYSTEMS



ISO 9001 Quality Management Systems
ISO 14001 Environmental Management System

ISO/IEC 27001 Information Security Management

ISO 45001 Occupational Health & Safety Management

TRAINING, EDUCATION & PEOPLE



Fairness, Inclusion and Respect in construction



SUPPLY CHAIN SUSTAINABILITY
SCHOOL

SUSTAINABILITY COMMITMENTS



SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

**Thank you to everyone who
contributed to the progress in
this report.**

CBES Ltd

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