Environmental, Social & Governance (ESG) Policy

Document owner: Managing Director, Danpol Ltd.
Published: 1 December 2025
Applies to: All departments, projects, subsidiaries, and supply-chain partners.
Review cadence: Annual.

1. ESG framework

Danpol Ltd. uses ESG metrics to steer investment, mobilisation, and partnership decisions. This policy integrates the Sustainability Accounting Standards Board (SASB) themes most relevant to UK construction, Constructionline CAS requirements, and client ESG scorecards.

2. Environmental (E)

- Track scope 1, 2, and material scope 3 emissions quarterly; implement reduction pathways aligned to UK Net Zero 2050.
- Deploy environmental management plans (see Environmental & Sustainability Policy) covering resource efficiency, pollution prevention, biodiversity, and circular economy.
- Require suppliers delivering high-carbon goods or services to publish their own reduction strategies and share data.

3. Social (S)

- Protect worker rights through our Health & Safety, Drug & Alcohol, Anti-Bullying, and Anti-Slavery policies.
- Measure wellbeing, diversity, and inclusion KPIs; ensure leadership objectives include social value outcomes.
- Maintain whistleblowing, grievance, and conflict resolution routes that are accessible to employees and supply-chain partners.
- Deliver community programmes and local employment commitments documented in CSR plans.

4. Governance (G)

- Board oversight: ESG progress is reviewed quarterly with minutes stored in the policy vault and shared with investors/clients when requested.
- Risk management: Integrate ESG risks into corporate and project risk registers with mitigation owners and deadlines.
- Transparency: Publish policy updates, ESG metrics, and modern slavery statements on danpol.co.uk/vault.

- Compliance: Maintain ISO 9001/14001/27001/27701/45001 certifications and ensure internal audits verify policy adherence.

5. Data and reporting

- Use a central ESG dashboard linked to finance, procurement, and project data sources to provide auditable metrics.
- Support client disclosure requests (Constructionline, Achilles, NHS portals, etc.) with tailored evidence packs.
- Retain ESG data for a minimum of seven years to support benchmarking and assurance reviews.

6. Continuous improvement

We benchmark against industry peers, participate in the Supply Chain Sustainability School, and conduct annual maturity assessments. Action plans are issued to close gaps, and progress is communicated through leadership town halls and partner briefings.

Signed on behalf of Danpol Ltd.:

Daniel Nowakowski

Managing Director

1 December 2025

Digitally signed with authorisation stored in the Danpol policy vault.