

Environmental, Quality and Occupational Health & Safety Policy

The Springfield Group delivers high-quality homes and communities across the private and public sectors. To achieve this we procure land, gain planning approvals and design and construct homes for the private and public sectors. Our aim is to achieve sustained, profitable growth by providing products and services which consistently satisfy the needs and requirements of our customers. We recognise that our activities present quality, environmental and health & safety risks and opportunities, therefore we are committed to meeting all applicable statutory, regulatory and other requirements.

The Group cares about our people and the communities within which we operate. As a responsible employer we recognise both our statutory duties and moral responsibilities. We strive to achieve high standards of health & safety performance beyond the basic requirements of legislation, wherever reasonable and practicable.

Our quality, environmental and health & safety commitments are achieved through our Integrated Management System (IMS), supported by the work of all employees who are individually responsible for the quality of their work, and for contributing to safe and environmentally responsible working practices. This supports a continually improving working environment for all and a high-quality product and service to our customers.

Integrated Management System

Through effective leadership and our Integrated Management System, we will achieve the highest practicable standards in quality, environmental and health & safety performance. The IMS is aligned with the requirements of ISO 9001, ISO 14001 and ISO 45001 and provides a framework for establishing and reviewing quality, environmental and health & safety objectives and targets, consistent with the Group's purpose, context and strategic direction.

The Board retains oversight of health & safety, quality and environmental performance. The Chief Executive Officer has executive responsibility for the effective operation of the Integrated Management System. The Group SHEQ Director has delegated responsibility for coordinating its implementation, supported by operational directors, managers with the wider SHEQ team.

The IMS is communicated by management to all employees through appropriate channels, so that they understand the requirements relevant to their roles and responsibilities and their contribution to its effective implementation and continual improvement. The IMS is subject to annual review, or review following significant changes, to confirm that it remains appropriate and effective.

Our Policy Commitments

- Maximise customer satisfaction with the products and services delivered by the Group.
- Respect, and wherever possible enhance, the communities and environments within which we operate.
- Achieve and maintain a level of quality which enhances the Group's reputation, whilst ensuring sustainability.
- Protect the environment and prevent pollution.
- Protect and enhance biodiversity and ecosystems.
- Support climate change mitigation and adaptation.
- Consider environmental protection and the Group's activities and impacts in relevant business and operational decisions.

Our Policy Commitments (continued)

- Promote the sustainable and efficient use of resources and consider environmental impacts throughout the lifecycle of our developments.
- Ensure compliance with applicable statutory, regulatory and other requirements.
- Provide and maintain a safe and healthy working environment for our personnel and others affected by our operations.
- Eliminate hazards and reduce health & safety risks.
- Prevent work-related injury and ill health by properly assessing and controlling risks to the health, safety and welfare of our personnel and others affected by our operations.
- Consult and encourage the participation of the workforce to improve health, safety and welfare standards and practices.
- Encourage personnel to take responsibility for their own health & safety and that of others, and to intervene wherever they encounter unsafe acts or unsafe conditions.
- Maintain a culture characterised by openness, honesty, integrity and teamwork, with collective responsibility for health & safety performance.
- Establish quality, environmental and health & safety objectives and targets to support continual improvement and improved performance.
- Continually improve the effectiveness and performance of the IMS.

Implementation and Assurance

- Maintain an effective health & safety organisational structure, with clearly defined roles and responsibilities.
- Carry out appropriate monitoring and reporting of quality, environmental and health & safety performance to assess effectiveness and ensure compliance with applicable requirements and our own system requirements.
- Ensure competent health & safety advice is available to all personnel.
- Identify and deliver appropriate health & safety training for all personnel.
- Regularly review the efficiency of the IMS and, as appropriate, recommend and implement amendments.
- Provide the resources and support necessary to implement this Policy and achieve the Group's objectives.

Communication and Review

The Policy is provided and explained to each employee by management. It is available as documented information and is communicated, understood and applied within the organisation. It will also be made available to relevant interested parties, as appropriate.

The Policy shall be reviewed at least annually and whenever significant changes in legislation, technology, customer or business requirements, organisational context or other relevant circumstances indicate that a review is necessary. Through the operation and review of the Integrated Management System, the Group will confirm that the Policy remains suitable, adequate and effective, appropriate to the purpose and context of the Group and supportive of its strategic direction.

Signed:

A handwritten signature in black ink, appearing to read "Innes Smith".

Innes Smith
Chief Executive Officer

Date: 30th September 2026