

Environmental, Social & Governance (ESG) Policy

Rev. 2

12/03/2025

Our Policy

ESG provides AIS with an opportunity to achieve a positive impact on the environment and society across 4 pillars:

1. Our Business

- Governance & Decision Making

2. Our People

- Developing our People

3. Our Environment

- Achieving Net Zero Carbon

4. Our Community

- Improving our Social Impact

Memberships & Accreditations

- ISO 9001
- ISO 14001
- ISO 45001
- Constructionline Gold Member
- ecovadis bronze
- CDP
- Impact Evaluation Standard
- Sustainable Development Goals
- Science Based Targets

1. Our business

AIS are aware of our Environmental, Social and Governance (ESG) obligations and aim to instil a continuous improvement mindset for ESG at every level.

Building better futures for our people, client and wider communities is at the core of our operations. We want to improve our own operations as well as provide a competency to assist our clients to also improve.

We aim to inspire the next generation, promote inclusive opportunities, enhance local community spaces and environments, and support the betterment of the health and well-being of our people and supply chain.

1.1 Decision-making:

ESG analysis will be included as a meaningful consideration for every strategic decision taken at board level (and through delegated authorities) and in every business case throughout our business operations.

1.2 Serving our clients:

AIS review our client service offerings to identify opportunities to enhance ESG integration and create meaningful change across the design, build & construction lifecycle.

To help our clients and their stakeholders anticipate and respond to evolving ESG requirements and opportunities and to further market discussions on related topics, we shall:

- Deliver insights based on our delivery experience and proprietary research to help our clients navigate the ESG landscape
- Seek out strategic partners with whom we can deliver innovative solutions to ESG issues
- Examine options that improve circularity, for example:
 - Leasing furniture instead of buying
 - Re-using furniture and moving from location to location
 - Re-purpose furniture and donate to others
- Offer bespoke and flexible social value plans tailored to clients who prioritise delivering social value, through meaningful targeted initiatives.
- Align with and support confidently clients that have the foresight and ambition to bring forward novel solutions to key sustainability challenges.
- Extend our reference design library of information and best practice to support our clients

1.3 Working with our suppliers and our industry:

AIS apply a values-based assessment of all supplier relationships, making our values known to all suppliers, aligning our procurement and performance management processes to our ESG values, and seeking to engage with and support our supply chain to bring them up to the standards which we set for ourselves.

AIS want to engage and collaborate openly with our peers and industry partners in seeking to disrupt the barriers to progress on key ESG challenges, notably in reducing carbon emissions and improving diversity within our industry at all levels, and to identify possible synergies with clients and other stakeholders to maximise positive social value.

AIS shall regularly review and determine to which industry bodies and standards we should align our organisation and become an active participant and advocate of the same. For example, we shall remain actively involved in aligning our operations with the Impact Evaluation Standard.

1.4 Assessing and reporting our performance:

AIS will implement an enhanced framework for reporting non-financial ESG impact data publicly and to the board and relevant committees for:

- our design & build services, including our progress in offering ESG advice, and the impact it has had on ESG factors, and
- our operations, relating to Our People, Our Environment, Our Community and Our delivery when onsite

- the social value we deliver as a business and the real-world outcomes driven by these.
- Make commitments in relation to the above and provide public reports on our non-financial ESG performance on an annual basis.

To report, AIS will leverage technology and data management systems to optimise the gathering, measurement, analysis and reporting of real world ESG outcomes delivered through our operations and client services.

UN Sustainable Development Goals

AIS have committed to eight of the UN's Sustainable Development Goals (SDGs):

- Clean Water and Sanitation
- Affordable and Clean Energy
- Decent Work and Economic Growth
- Industry, Innovation, & Infrastructure
- Sustainable Cities & Communities
- Responsible Consumption & Production
- Climate Action
- Life on Land

These universal goals help us to invest in all aspects of our planet, to create better places.

2. Our people

2.1 Developing our people:

At AIS, we aim to deliver a best-in-class experience for our staff across employment practices and in consideration of their health and wellbeing. We aim to:

- Develop and implement a holistic framework to encourage and include diverse voices at all levels of our business, including in internal strategic decision-making bodies.
- Adapt our recruitment and performance management processes to explicitly include consideration of diversity and inclusion, and alignment to our values.
- Deliver training, guidance and adequate ESG-specialist resources to support all of our people in developing their understanding of ESG issues, building their confidence to discuss such issues with clients, and identify opportunities to integrate ESG into our service offerings.
- Deliver training and guidance to every member of staff regarding the contents of this policy, and our expectations in terms of our positive culture and respectful treatment of all people with whom we come into contact through our work.

2.2 Assessing and reporting our performance:

As part of our framework for measuring and reporting on relevant nonfinancial data, the development of our people will be evaluated based on our performance on health & wellbeing, empowerment, inclusivity, culture, engagement and alignment with our values. KPI's shall measure diversity and inclusion across our workforce by seniority and in internal decision-making bodies, and set specific improvement targets in this respect.

2.3 Identifying opportunities to improve:

AIS will empower our sustainability committee to identify opportunities to implement best practices and innovative approaches across the business, including in how we engage with our stakeholders and suppliers.

3. Our environment

3.1 Achieving net zero carbon:

Alignment of our climate ambition to the SBTi's 1.5 degree warming pathway is AIS' ambition. We are committed to a 95% reduction in absolute scope 1 and 2 emissions by 2030, against a 2023 baseline. Our scope 3 reduction target is 35% by 2030, against a 2023 baseline.

As part of our ISO 14001 certification, we agree to rigorous assessment of our operations, which enables us to demonstrate and report annually on the improvements made to the sustainability of our business.

3.2 Improving resource efficiency:

Develop a quantified pathway for waste reduction and energy efficiency improvements across our operations.

3.3 Assessing and reporting our performance:

AIS will publish an annual sustainability report. This will include, as a minimum, consideration of our operational performance on energy efficiency; carbon emissions, waste generation and recycling rates, and water efficiency.

3.4 Promote and adopt best practice for sustainable design and construction

AIS will maintain the competency to deliver environmental best practice to our clients by offering projects that can confirm to SKA, BREEAM and other green building accreditations.

4. Our community

4.1 Our Social Value Commitments

- **Bespoke Social Value Framework** – We will offer clients bespoke social value approaches, integrating existing frameworks or tailoring objectives using in-house expertise. We ensure our contributions are meaningful and impactful by understanding local community needs.
- **Inspiring and Educating the Next Generation** – we are dedicated to equipping young people with skills, knowledge, and connections. We provide quality career support, networking, mentoring, and training to grow future industry leaders and professionals.
- **Inclusive Growth and Fair Opportunity** – We will reduce inequality and foster economic growth by promoting fair job and training opportunities for marginalised and vulnerable groups and commit to the fair growth of local and diverse supply chains.
- **Community Empowerment** – we engage in local re-fresh projects to enhance community spaces and environments. Our people and partners passionately volunteer their time to support initiatives to boost local biodiversity, tackle poverty and support social mobility.

- **Health & Well-being** – we ensure our people and supply chain can achieve their best through initiatives that enhance their mental and physical wellbeing.

4.2 Improving our social impact:

AIS will identify opportunities where we can make a positive contribution to the communities within which we are based and work, for example by developing and assisting nontraditional employment practices and where practicable, increasing opportunities for apprentices.

We will ensure that our philanthropic work is focused both on developing our culture of inclusivity and maximising social impact, including through philanthropic means and by delivery of pro bona work.

4.3 Measurement of Social Value

We will implement an enhanced framework for measuring and reporting the social value we deliver as a business. This should include, any philanthropic activities and funds raised by our staff, training and development opportunities (including apprenticeships) delivered to the communities in which we work, pro bona services delivered, and such.

Our measurement shall have a phased approach, which will begin with capturing outputs such as hours invested, number of participants and types of activities delivered. We will proceed to gather qualitative feedback to assess the benefits of these activities. Our long-term goal is to demonstrate the social return on investment using this data.

5. Governance, Implementation and Monitoring

At AIS, we uphold the highest standards of integrity, transparency, and ethical conduct. We are committed to anti-corruption practices and ensure all activity align with our ethical standards.

Monitoring

We will monitor and report on our social value performance using key performance indicators (KPIs) to track progress. Regular assessment will ensure that our initiatives are effective and impactful.

Accountability

The AIS leadership team will be accountable for the oversight and delivery of social value targets. They will ensure that commitments are met, and standards are upheld in monthly review meetings.

Communication and Engagement

We will actively engage with our people, supply chain and customers through conferences and surveys to incorporate their ideas and feedback into our decision-making processes, ensuring an inclusive and transparent approach.

Training and Awareness

Employee will receive comprehensive training and resources to raise awareness and understanding of our social value focus areas. This will empower them to effectively contribute to the delivery of our social value objective.

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Continuous Improvement

We are committed to continually improving our social value initiatives. We will embed feedback loops into our operations to learn from experience and refine our strategies for greater impact.

Reporting and transparency

We will ensure transparency through publishing annual ESG reports and sharing news stories throughout the year to keep all stakeholders informed of our progress and achievements.

6. Our Business Targets for 2025

Environmental:

- Explore renewable energy options for Scope 2 emissions
- Expand on Scope 3 emissions reporting, to include Waste & Business Travel
- Report a sample of site electricity usage for Scope 2 emissions
- Ensure 100% of waste generated onsite is diverted from landfill by 2030 and work towards a 10% betterment each year thereafter
- Phase out foam fire extinguishers
- Use waste brokers whose fleet are electric vehicles

Social:

- Encourage supply chain to take on x1 apprentice at an AIS project site
- Support and fund x1 internship
- Host and participate in x2 careers workshops
- Collectively participate in a company-wide fundraising activity

Governance:

- Successfully passing our ISO audits in April 2025 & October 2025



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