

ENVIRONMENTAL ROADMAP

2025



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RINGWAY BUSINESS PLAN

*Build Better
Together*



COMMUNICATION

Strengthen relationships through effective communication

- Increase visibility of communications
- Celebrate our achievements
- Unlock barriers to knowledge sharing



SUSTAINABILITY

Lead responsibly for a better tomorrow

- Monitor and manage waste, water and energy
- Enhance biodiversity
- Deliver and measure social value impact



BUSINESS EXCELLENCE

Drive excellence through Optimisation, Innovation and Transformation

- Establish a thriving Innovation Community through Horizon
- Enable accelerated knowledge sharing
- Digitise workflows



HEALTH, SAFETY & WELLBEING

Keep our people and the communities we work in, safe

- Plan, Manage & Monitor works
- Reduce People/Plant interfaces
- Promote Wellbeing
- Adopt the Common Language



PEOPLE

Empower our people to deliver their best and develop within Ringway

- Promote Fairness, Inclusivity & Respect
- Enhance employee experience
- Upskill our leaders
- Reignite Early Careers opportunities



CUSTOMER

Win, retain and grow profitable contracts

- Deliver targeted quality work winning submissions
- Embed the use of Bid Tailor
- Implement a targeted Capture Plan Process
- MS Dynamics to manage all work winning activities



ENVIRONMENT

Embracing a greener future



SOCIAL VALUE

Enhancing our impact on the communities we serve



DIGITAL

Enabling mobility with data-driven insights

Integrity

Partnership

Respect

Excellence

Innovation



VISION

To be the preferred partner to the public sector, shaping future mobility, through the creation of sustainable highways and transportation solutions across the villages, towns and cities where we work, live and travel

MISSION

Delivering sustainable mobility

EXECUTIVE SUMMARY

*Build Better
Together*

Foreward...

Climate change impacts are being felt by communities across the UK. Storms, flood, fire and drought are becoming the norm. And the highway networks we manage and maintain are on the front line of these changes.

In times of extreme weather, our highways keep communities connected, so must be resilient and fit for the future. The materials, equipment and the way we work are right at the heart of this challenge.

Everything we do has an impact on the environment and we are all responsible for making positive changes to greener ways of working. This Roadmap sets out Ringway's commitments to making positive environmental change.

These are the actions we must take to drive change across our operations. Working with partners, suppliers, communities, investors and our clients, we can, and must, make a difference.

I urge you all to get involved in the delivery of these plans. It is in all our interests, and the interests of our children and future generations, that we find new ways of working that improve the environment, as well as creating a healthier, more prosperous and sustainable future for us all.



MITESH SOLANKI
MANAGING DIRECTOR,
RINGWAY



ENVIRONMENT AMBITIONS

1 Building Network Resilience whilst achieving Net Zero by 2050

2 Protect the natural environment; enhance local biodiversity and prevent pollution

3 Zero avoidable waste by 2050 through utilising a circular economy approach

4 Empowering our people to deliver positive environmental impact

INTRODUCING OUR ROADMAP

*Build Better
Together*

WHY ARE WE DOING THIS?

Across all our contracts we are seeing the impact of climate change. A growing number of severe weather events are increasing demand for flood, high wind and storm, drought and extreme heat response. Highways assets are becoming increasingly vulnerable; drainage

systems are under pressure and failing; seasonal changes impact on cyclic works like grass cutting and winter response; and severe weather events are creating higher numbers of defects - all a definite indicator of the stresses of climate change on the highways network.



WHERE ARE WE TODAY?

This Roadmap builds on positive actions we have already taken since 2019. In five years, we have reduced our carbon emissions by just over 25%. This success has primarily been achieved by switching away from

fossil fuels, particularly in our vehicles, plant and equipment, and the switch to green energy across our depots and offices. However, there is more to be done to meet our net zero ambition.

INTRODUCING OUR ROADMAP

*Build Better
Together*



HOW WILL WE MEET OUR AMBITIONS?

The UN Sustainable Development Goals (SDGs) create a framework for this Roadmap (and our Social Value and Digital strategies) and provide best practice to support our ambitions. By changing the way we work, and thinking differently about the service we provide, we can act for the climate,

support a circular economy, protect the natural environment and make better informed choices for the environment.



**SUSTAINABLE
DEVELOPMENT
GOALS**

HOW SHOULD YOU USE THIS ROADMAP?

There are **four priority areas** in this Roadmap, these areas are:

- ① **Acting for Climate** 
- ② **Delivering the Circular Economy** 
- ③ **Protecting Natural Resources** 
- ④ **Governance & Behaviour** 

Each of these areas have their own ambitions, objectives and targets. These are supported by case studies highlighting progress and success.

We must continue to adopt and adapt, share our successes and keep pushing for change, working

with our clients and partners to make a lasting difference.

Please take time to read and understand the targets contained in this Roadmap – it illustrates our ambition and direction of travel. The success of this Roadmap will be driven at a local level by our Business Units with the support of the central Sustainability team in collaboration with our Clients, suppliers and wider reach back into our parent company.

This Roadmap sets out Ringway's commitments to achieve a greener future.

Now it's your turn to deliver.

ENGAGING STAKEHOLDERS



① ACTING FOR THE CLIMATE



VISION

To reduce carbon across our operations and build resilient highway services and assets

WHY ARE WE DOING THIS?

With the UK's 10 warmest days occurring since 2002; 40-degree temperatures being recorded across parts of the country in 2022 and more frequent flooding hitting large areas of the country, the impact of climate change is becoming our 'new normal'.

With the impact of flooding, storms, drought and heat waves expected to increase in coming years, the way in which we maintain and manage highway networks will also need to change. We will collaborate with clients to build climate resilience and climate conscious solutions, using data, looking at new working methods, and adopting carbon management approaches such as PAS2080; while planning for modal shift and different forms of transport in the future.

In 2019 a study of our carbon emissions confirmed that over 80% were generated by the fossil fuel we were using in our vehicles and plant, and in our offices and depots.

The Climate Change Committee (CCC) advises the UK government on emissions targets. Our approach is to meet their recommendation that electrification should make up 60% of emissions reductions by 2040 and to reduce emissions by 87% (compared to 1990 levels) by 2040.

WHAT ARE WE GOING TO DO?

We will focus our efforts on:

Achieve Net Zero: this means reducing carbon emissions across Scope 1, 2 and 3 activities, providing renewable energy solutions, undertaking Energy Efficiency Audits and implementing energy efficient recommendations at all offices and depots and implementing the PAS 2080 carbon management standard for infrastructure.

Transition Plant and Fleet: this means fitting telematics to all plant and fleet to monitor sustainable use and switch away from fossil-fuel to greener alternatives for all vehicles, plant and equipment.

Decarbonise our Materials and Services:

this means we are investing in a programme of Carbon Literacy across our whole organisation, developing a Code of Conduct for Subcontractors that will include minimum standards, establishing a Supply Chain Forum to support collaboration and sharing best practice, undertaking Sustainability Supply Chain Audits and developing a Whole Life Carbon Costing across all of Ringway's activities.

Climate resilience: this means undertaking Climate Resilience Risk Assessments across all networks we manage and working with clients to implement changes to our service to enhance resilience, including the adoption of the work done by Stormchain, an organisation who have a digital tool designed to provide a Rapid Impact Assessment of highway assets, and other tools to support severe weather response.



ENVIRONMENT AMBITION

1 Building Network Resilience whilst achieving Net Zero by 2050

① ACTING FOR THE CLIMATE

Acting for
the Climate 

TARGETS AND SDG

Focus areas	2025 Commitments	Responsibility	2026 Milestones	2028 Milestones	2030 Targets
Achieve Net Zero	Onboard RIO data capture software and ensure all environmental data is being accurately recorded, verified and utilised at Business Unit level.	BU's	<ul style="list-style-type: none"> Achieve third-party ISO14064 certification. Establish carbon intensity reduction target for BU's. 		Reduce Scope 1 & 2 Carbon by 40%* Reduce Scope 3 Carbon by 20%*
	25% Contracts achieve to PAS2080.	BU's	50% contracts achieve PAS2080.	100% contracts achieve PAS2080.	
	All direct purchased electricity will be sourced from renewable tariffs.	Procurement	All offices and depots to provide EV charging and/or amount increased.		
	25% of depots/offices Ringway occupy to undertake an Energy Efficiency Audit and identify improvement opportunities.	BU's	60% of depots/offices Ringway occupy to undertake an Energy Efficiency Audit and identify improvement opportunities.	<ul style="list-style-type: none"> 100% of depots/offices Ringway occupy to undertake an Energy Efficiency Audit and identify improvement opportunities 50% of depots/offices to implement energy efficiency measures and be upgraded with renewable energy infrastructure. 	100% of depots/offices to implement energy efficiency measures and be upgraded with renewable energy infrastructure.
Transition Plant and Fleet	<ul style="list-style-type: none"> 75% of plant and fleet to be fitted with telematics to monitor idling and emissions. Use Telematics to identify drivers that would benefit from training, based on excessive consumption and/or idle time. Introduce a driver eco-training program to encourage better behaviours. 	Fleet/Plant	<ul style="list-style-type: none"> 85% of plant and fleet to be fitted with telematics to monitor idling and emissions. Develop a driver fuel efficiency incentive scheme. 	100% of plant and fleet to be fitted with telematics to monitor idling and missions.	
	<ul style="list-style-type: none"> Continue investment in electric vehicles (EV) for company owned cars, vans, and Light Commercial Vehicles (LVCs) and the installation of EV charging at offices and depots wherever possible. Where electrification may not be possible, consider use of alternative fuels such as sustainable Hydrotreated Vegetable Oil (HVO). 	Fleet/Plant	<ul style="list-style-type: none"> 65% of company cars to be non-fossil fuelled. 50% owned plant and commercial fleet to be non-fossil fuelled. Year on year reduction of fossil fuels through alternative fuels. 	<ul style="list-style-type: none"> 80% of company cars to be non-fossil fuelled. 75% owned plant and commercial fleet to be non-fossil fuelled. Year on year reduction of fossil fuels through alternative fuel. 	100% of company cars and vehicles <7.5t to be non-fossil fuelled. 100% diesel powered handheld plant to be replaced by battery/electric alternatives.



SDG



① ACTING FOR THE CLIMATE

Acting for
the Climate 

TARGETS AND SDG

Focus areas	2025 Commitments	Responsibility	2026 Milestones	2028 Milestones	2030 Targets
Employees	<ul style="list-style-type: none"> Achieve Bronze Level Carbon Literate Organisation 	BU's	<ul style="list-style-type: none"> 40% of employees trained in Carbon Literacy; become Silver Level Carbon Literate Organisation 	<ul style="list-style-type: none"> 60% of employees trained in Carbon Literacy and become Gold level Carbon Literate Organisation 	70% of employees trained in Carbon Literacy and become Platinum level Carbon Literate Organisation
Decarbonise our Materials and Services	<ul style="list-style-type: none"> All supply chain companies to report their scope 3 emissions to Ringway. Develop a Ringway Code of Conduct for Subcontractor's which include Sustainability Minimum Standards. Each BU to hold at least one Supply Chain Forum to increase knowledge share and capture innovation. 	BU's Head of Sustainability /Procurement BU's	<ul style="list-style-type: none"> Establish scope 3 baseline. Carry out Sustainability Supply Chain Audits on top 5 highest spend contractors for each BU. Top 10 highest spend Supply Chain partners to have carbon reduction plans presented to Ringway. 	<ul style="list-style-type: none"> Carry out Sustainability Supply Chain Audits on top 10 highest spend per BU. All suppliers of new contracts for goods, services, and works are required to publish a Carbon Reduction Plan (PPN/0621). 	Set a target for supply chain (based on spend) to set science-based targets by 2030 aligned with SBTs.
	<ul style="list-style-type: none"> Carry out a Whole Life Carbon Costing assessment on 3 of Ringway's key activities. 	BU's	<ul style="list-style-type: none"> Carry out a Whole Life Carbon Costing assessment on 6 of Ringway's key activities. 	<ul style="list-style-type: none"> Carry out a Whole Life Carbon Costing assessment on all of Ringway's activities. 	
	<ul style="list-style-type: none"> 30% of procured goods and services to be responsibly sourced. 	Procurement	<ul style="list-style-type: none"> 50% of procured goods and services to be responsibly sourced. 	<ul style="list-style-type: none"> 65% of procured goods and services to be responsibly sourced. 	80% of procured goods and services to be responsibly sourced.
Climate Resilience	<ul style="list-style-type: none"> All BU's to carry out a climate resilience risk assessment and identify opportunities to improve the strategic road network for climate resilience. Mobilise 'StormChain' Rapid Impact Assessment (RIA) of highway assets in 2 BU's to better understand the impact of severe weather incidents and emergencies on their networks. 	BU's	<ul style="list-style-type: none"> Climate Resilience Strategy and action plan implemented for all BU's. Mobilise 'StormChain' Rapid Impact Assessment (RIA) of highway assets in 4 BU's to better understand the impact of severe weather incidents and emergencies on their networks. 	<ul style="list-style-type: none"> Mobilise 'StormChain' Rapid Impact Assessment (RIA) of highway assets in 8 BU's to better understand the impact of severe weather incidents and emergencies on their networks. 	Mobilise 'StormChain' Rapid Impact Assessment (RIA) of highway assets in all BU's to better understand the impact of severe weather incidents and emergencies on their networks.



SDG



① ACTING FOR THE CLIMATE



CASE STUDY > DECARBONISATION AND RINGWAY'S FLEET ELECTRIFICATION

Ringway is aiming for 100% of fleet under 7.5t to be non-fossil fuelled by 2030. Since 2019, Ringway has reduced its Scope 1 and 2 emissions by over 25%, with fleet electrification being a key driver of this reduction - but there is still a long way to go! Our fleet, comprising of company cars, small vans, pick-up trucks, rigid vehicles up to 7.5t and rigid HGVs up to 32t, has historically been the largest contributor to our carbon emissions.

EV transition supports our overall aim of reducing carbon emissions by 40% by 2030.

Despite industry challenges, including limited electric vehicle (EV) and infrastructure availability, we have proactively invested in EVs, engaging manufacturers and developing charging solutions as part of a bold procurement strategy. Recognising our fleet and energy use as the largest contributors to our carbon footprint, we have already switched to 100% renewably sourced energy across all operations which is supporting investment in truly green EV infrastructure.

Transitioning from traditionally fuelled vehicles towards EVs has been a major undertaking, requiring ambition and significant investment of over £8.5m since 2019. Upgrading infrastructure, expanding charging networks and procuring EVs has demanded a clear purpose: to drive lasting change.

The decision to develop our EV fleet is supported by a comprehensive review of vehicle options, energy infrastructure and long-term cost benefits. Working closely with vehicle manufacturers (Volvo, Econ, BOMAG), charging infrastructure providers (Connected Kerb), and stakeholders we have been leading the way in fleet electrification within the highways sector; and by being open and honest about the challenges along the way, we are sustainably improving our environmental performance as well as accelerating the sector's shift towards a greener future.

We began by assessing our fleet's needs, identifying which vehicles could be transitioned first based on range, charging infrastructure and operational demands. Initial investments focused on

trials, allowing us to test EVs in real-world conditions and gather valuable data, both from manufacturers and our own operational teams on performance, maintenance, and cost savings. This work has ensured that we have co-created and designed several UK and world firsts in the sector!

Some examples these industry-leading developments include:

→ **Partnering with Econ to deliver the world's first fully electric QCB gritter in Hertfordshire**

→ **Introduced the UK highways sector's first 26-tonne Volvo FE Electric 6x2 rigid body city truck in Hounslow**

→ **Developing the MEON fully net zero ES RoadLiner for lines and white markings in Plymouth**

Infrastructure development has been a key component of this transition. We have installed charging points at

all our offices and contracts, ensuring our vehicles can operate without disruption. Partnerships with energy providers and local authorities have been crucial in expanding this network.

As technology has evolved, so has our approach. Advancements in battery life and charging speed have allowed us to expand EV adoption across more of our fleet. The rollout will continue in phases, prioritising vehicles with the highest potential for emissions reductions while maintaining operational effectiveness.

By focussing on our biggest carbon emitter, and collaborating, innovating and influencing key stakeholders we are accelerating the sustainable transition to deliver these key services.



① ACTING FOR THE CLIMATE

Acting for
the Climate 

CARBON TIMELINE

RINGWAY INFRASTRUCTURE SERVICES

Introducing
electric/green fleet
wherever possible for
new investments

Electric charging
points at all offices

98 Charging
points fitted

10 Charging points
planned

2025

2020

40%

























Carbon reduction
against 2018
baseline

2030



Net zero carbon

2050

	Currently in fleet	Number of EVs	Total number of vehicles %	EVs on order	% of expected EV in fleet
Company car	166 	87 	52	4 	55
Small van (<1.8t GVW)	213 	73 	34	0 	33
Pick-up truck 4x2 & 4x4	21 	0 	0	0 	0
Rigid up to 4.25t GVW	263 	21 	8	2 	9
Rigid up to 7.5t GVW	228 	2 	1	5 	3
HGV rigid up to 18.0t GVW	284 	1 	0	1 	1
HGV rigid up to 32.0t GVW	69 	1 	1	1 	3
HGV artics > 36.0t GVW	0 	0 	0	0 	0

10 February 2025

② DELIVERING THE CIRCULAR ECONOMY

*Delivering the
Circular Economy* 

VISION

To rethink the highway service from design through to construction and maintenance; considering 'whole life' value and redefining waste as the key resource it is

WHY ARE WE DOING THIS?

Our Circular Economy ambition builds upon a vision to optimise resources using the reduce, reuse, recycle mindset. This includes eliminating waste through planning, minimising waste during construction, specifying materials with more recycled content, and increasing the recyclability and reusability of resources in future.

In short, we want to change our viewpoint – valuing items we previously considered waste, for their potential beyond single-use. To rethink the highway service from design through to construction and maintenance; considering 'whole life' value and redefining waste as a key resource.

WHAT ARE WE GOING TO DO?

We will focus our efforts on:

Divert waste: this means thinking about the assets we manage and maintain as a valuable material, shifting away from virgin materials, and using materials recycled from the asset itself, as well as designing activities to allow for the reuse of assets at the end of their lifecycle, diverting waste from landfill by encouraging reuse, recycling and recovery, improving the accuracy of data and reporting to deliver 100% diversion rates by 2030.

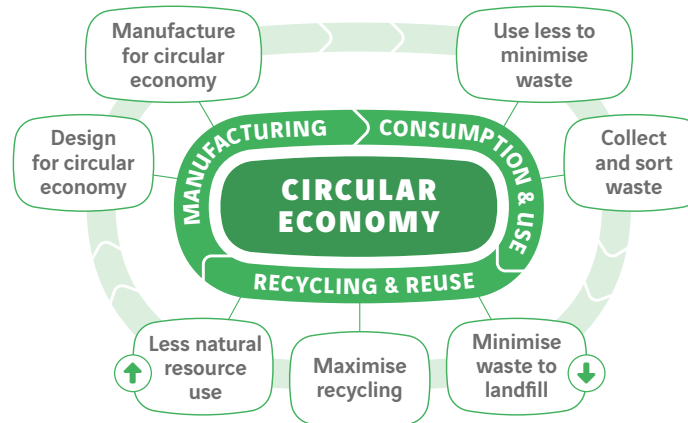
Improve resource efficiency: this means identifying the top five waste streams in each Business Unit, creating Waste and Resource Efficiency Management Plans for each Business Unit, removing single-use plastic waste from our business, and encouraging resource sharing through eMat.

Maximise use of recycled materials: this means working with partners and suppliers to share knowledge on waste recovery and new materials, increasing the procurement of recycled materials and products and setting targets for waste reduction and recovery in new contracts with suppliers. Adopting the Supply Chain Sustainability School approach, providing guidance and training via our Buying Hubs and Procurement teams, sharing best practice, increasing the use of RECOFOAM across the business, and use of Environmental Product Declarations to drive change in purchasing.



ENVIRONMENT AMBITION

3 Zero avoidable waste by 2050 through utilising a circular economy approach



② DELIVERING THE CIRCULAR ECONOMY

*Delivering the
Circular Economy* 

CASE STUDY > RECOFOAM AT WORCESTERSHIRE HIGHWAYS

Worcestershire Business Unit have become the leading contract for use of RECOFOAM® product; a recycled binder or base course for use in footway and carriageway reconstruction works. The well-established process at our Stanford Depot has resulted in circa 12,000 tonnes of RECOFOAM being used across the county in 2024 – the vast majority laid in the footway reconstruction programme.

The process repurposes hardcore waste from footway projects, crushing and blending it with foamed bitumen to create a durable binder course material. The incorporation of 'non-virgin' materials offers demonstrable environmental benefits including up to 70% reduction in CO2e compared to conventional asphalt and reduces the use of non-renewable raw materials as the process uses up to 85% recycled materials and safely incorporates asphalt waste containing coal tar, preventing these hazardous materials from ending up in landfill. The process also includes the use of Pulverised Fuel Ash (PFA) – itself a waste product.



RECOFOAM at Stanford Depot, Worcestershire

In 2023 alone, Ringway produced 8,522 tonnes of RECOFOAM® for footway reconstruction, reducing emissions by c.70% versus emissions that conventional materials would have generated.

This initiative is a great example of what can be achieved when you have a suitable forward programme and access to suitable land; to use the mobile recycling plant – and our ambition is to replicate this across our Business Units. It's a prime example of circular economy principles in infrastructure development.



② DELIVERING THE CIRCULAR ECONOMY



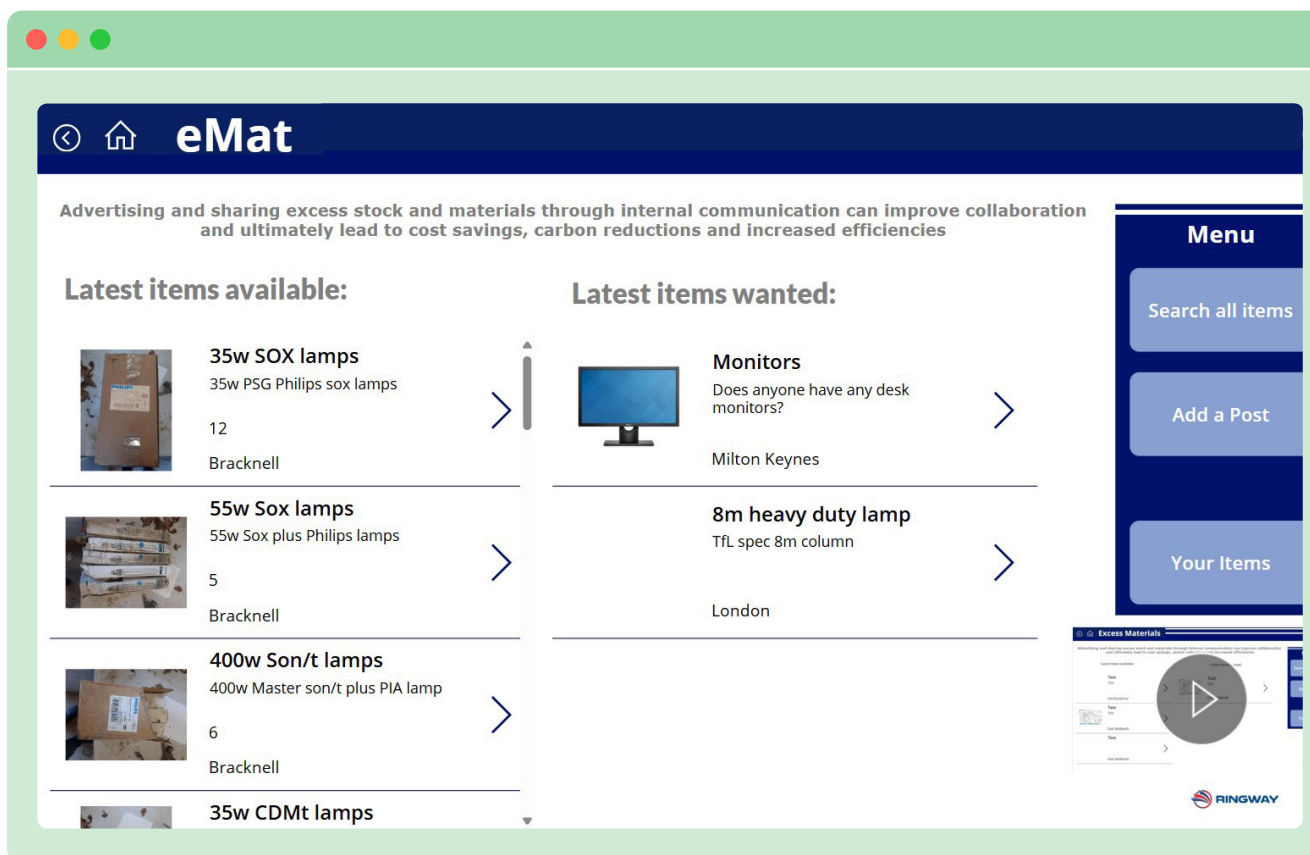
CASE STUDY > EMAT MATERIALS SHARING PLATFORM

The eMAT 'Excess Materials' App was developed when the East Region Procurement Team identified significant excess materials and unwanted items located across contracts in their region. These were materials and products that were fit for purpose but no longer needed in local operations and could easily be reused elsewhere.

eMat is easy and free to use. Accessible on business phones, tablets and computers, you simply login once, and you are in! A helpful video helps you to find your way around, and once in, you are free to search for what you want or share details of materials you no longer need.

A simple description, photo/videos, costs and location for items makes searching simple. In one example, the team in Milton Keynes posted a 'wanted item' request for monitors which was seen by ICT who were able to share the required number of monitors which had been collected following the demobilisation of another contract, avoiding the cost of purchasing and disposal for both teams. Further examples include: lighting units shared between Ringway in Hertfordshire and Ringway Jacobs in Essex, pallets shared between Taylor Woodrow and Ringway in Stilton, and Heras fencing shared between Spiecapag and Ringway in Surrey.

A Power BI Report enables monitoring savings per item, creating a dashboard that is shared by Regional Buyers with the Business Unit Managers.



② DELIVERING THE CIRCULAR ECONOMY

*Delivering the
Circular Economy* 

TARGETS AND SDG

Focus areas	2025 Commitments	Responsibility	2026 Milestones	2028 Milestones	2030 Targets
Divert Waste	97% of non hazardous Construction, Demolition and Excavation waste will be diverted from landfill.	BU's	97% of non hazardous Construction, Demolition and Excavation waste will be diverted from landfill.	98% of non hazardous Construction, Demolition and Excavation waste will be diverted from landfill.	100% of non hazardous Construction, Demolition and Excavation waste will be diverted from landfill.
	Set a standard for recycle rate reporting to improve accuracy and consistency across BU's.	Head of Sustainability			
	Identify and utilise supplier waste take back schemes to reuse surplus materials.	BU's			
	Each BU to implement two waste reduction initiatives (e.g. Use of Community Wood Recycling Partnership, Pallett Loop etc.)	BU's	All Gully waste to be recovered and diverted from landfill through approved mechanical treatment.		
Maximise Use of Recycled Materials	Suppliers and contractors collaborate and share knowledge on new or improved recovery routes for advanced and new materials.	BU's/ Procurement	Set targets for waste reduction and recovery of waste in procurement contracts.		
	Put requirements for reuse of products and recycling of key materials into subcontractor orders.		Increase the procurement of recycled materials and products from suppliers.		
	Each BU to submit one case studies where they have reused or recycled back into the same product or into a new one.	BU's	3no BUS to have all arisings being reprocessed and recycled into RECOFOAM. Use Environmental Product Declarations (EPD) to determine recycled content and end of life routes to ensure no unintended life cycle impacts.	5 BUs to have all footway arisings being reprocessed and recycled into RECOFOAM.	6 BUs having arisings being reprocessed and recycled into RECOFOAM.



SDG



② DELIVERING THE CIRCULAR ECONOMY

*Delivering the
Circular Economy*



TARGETS AND SDG

Focus areas	2025 Commitments	Responsibility	2026 Milestones	2028 Milestones	2030 Targets
Improve Resource Efficiency	■ Improve areas in waste data collection, governance and quality.	BU's	■ All BU's to have a Waste and Resource Efficiency Management Plan.		
	■ All BU's to share both excess materials and recovered materials and products on internal Ringway Resource Sharing Platform (eMat) for reuse.	BU's	■ 50% reduction for 10 single-use plastic items.	■ All offices to be single-use plastic free.	No single use plastic waste on our sites, in our workplaces or at our events.
	■ Identify top 5 waste streams and set reduction targets.	BU's	■ Establish total waste reduction target for BU's.		Reduce our waste intensity by 50%.*



③ PROTECTING NATURAL RESOURCES

*Protecting
Natural Resources* 

VISION

To protect the natural environment, enhance local biodiversity and prevent all forms of pollution in the places we work

WHY ARE WE DOING THIS?

A 2023 "State of Nature" assessment of the UK's wildlife, revealed that nearly one in six species in this country are threatened with extinction, with an almost 20% decline in species abundance since 1970. These results make the UK one of the most nature-depleted countries globally.

Why is this important? The effects of climate change, including rising temperatures and changing weather patterns, are impacting species and ecosystems. Similarly, habitat loss through construction is a contributor to declining plants, wildlife and the natural systems that support us.

We recognise the value of working closely with our clients and local partners to enhance biodiversity across our services - enhancing the places where we work for local people, plants and wildlife. Responsible site management, environmentally aware planning and design, will ensure our contracts protect, respect, and enhance local habitats to mitigate the national and global decline, and create more resilient networks for the future.

WHAT ARE WE GOING TO DO?

We will focus our efforts on:

Reduce water consumption: this means identifying our water consumption baseline, and deliver a 25% saving by 2030.

Protect natural environment: this means undertaking Environmental Assessment and Risk Registers for all contracts, committing to community initiatives to enhance local habitat, and targeting zero Environmental Incidents by pushing Near Miss reporting, and providing pollution response management training for operational teams.

Maximise biodiversity improvements: this means engaging with local Wildlife Trusts, the Environment Agency and other specialists to support Biodiversity Action Plans in every Business Unit to deliver a Nature Positive business by 2030.



ENVIRONMENT AMBITION

2 Protect the natural environment; enhance local biodiversity and prevent pollution



Wildlife Gulley Ladders in Hertfordshire

③ PROTECTING NATURAL RESOURCES

*Protecting
Natural Resources*



TARGETS AND SDG

Focus areas	2025 Commitments	Responsibility	2026 Milestones	2028 Milestones	2030 Targets
Reduce Water Consumption	<ul style="list-style-type: none"> All Business Units to develop water baseline from actual or estimation for 2025 to support monitoring. 	BU's	<ul style="list-style-type: none"> Develop and deliver training on Water Resource Management. 	<ul style="list-style-type: none"> All contracts to install rainwater, greywater and reuse water harvesting system in the offices and depots. 	Reduce water consumption by 25% from baseline.
Protect Natural Environment	<ul style="list-style-type: none"> All BU's to complete an Environmental Assessment & Risk Register to identify our risk to the environment and identify appropriate mitigation measures to reduce our impact. 	BU's			
	<ul style="list-style-type: none"> Measure hours spent supporting community initiative that enhance the natural environment. 	BU's			
	<ul style="list-style-type: none"> Annual increase in near miss and positive observations made for Environmental Near Miss reporting. 	BU's			
	<ul style="list-style-type: none"> Undertake annual environmental training on pollution response and management. 	BU's/Head of Sustainability		<ul style="list-style-type: none"> Target zero for all environmental incidents. 	
Maximise Biodiversity Improvements	<ul style="list-style-type: none"> Engage with local community groups, Environment Agency and local Wildlife Trust. 	BU's/Head of Sustainability			Nature Positive by 2030.
	<ul style="list-style-type: none"> BU's to develop Biodiversity Action Plans. 		<ul style="list-style-type: none"> All BU's to use GIS or equivalent to maps areas of land/vegetation in our service area to record habitat creations and enhancement measures implemented. 		
	<ul style="list-style-type: none"> Biodiversity Net Gain assessments on larger schemes. 	BU's	<ul style="list-style-type: none"> Develop and deploy a simple, robust and appropriate measurement tool for our contracts to measure biodiversity enhancements/gain. 		



③ PROTECTING NATURAL RESOURCES

Protecting Natural Resources

CASE STUDY > MK GREEN APPLE AWARD



By 'thinking local' the team in Milton Keynes has introduced a garden area for staff which enhances the local environment, whilst also creating a great space for the team.

Growing fruit, vegetables and herbs, people have benefited from the produce as well as providing a habitat for insects and other wildlife, including an area to attract birds, using a bird feeder, bird box and bird bath using a recycled lighting globe.



Furniture, planters and hanging baskets have been created from unwanted items from around the depot. Repurposing and reusing these also helped the team to divert waste! The team also wanted to strengthen their contract identity, so benefitted from planters donated by Milton Keynes Council which were planted with a selection of red, white and blue bedding plants. There are additional planters located around the depot with red petunias which look fantastic.

A number of containers (donated by the Routine Contract Manager) were set up to harvest rainwater, providing an



From becoming a **CSR World Leader** or **Green World Ambassador 2023**, your entry project *Workplace in Bloom*, Milton Keynes Depot, has won in the sector / category **Transport, Freight & Highways** in the Green World Awards 2024, Congratulations.



environmentally friendly water supply for watering the plants around the depot and avoid using water from mains. Another was set up as a compost bin. With the introduction of food waste caddies situated in the three kitchen areas in the offices, all waste is taken to the compost bin daily along with any waste from the plants themselves.

MK Snap; a local charity for vulnerable adults with learning difficulties, made a number of bug hotels. This was an ideal opportunity to positively engage with a local charity – a win-win for both parties (and the insects!).

Details about the 'In Bloom' Project are displayed in the reception area to ensure all staff are engaged in the project and its long-term success.

④ GOVERNANCE & BEHAVIOUR

Governance & Behaviour



VISION

To empower all our people to make the changes needed to deliver positive environmental impact across the places we operate.

WHY ARE WE DOING THIS?

We will not deliver this Roadmap on our own.

We have created a governance structure that will provide the leadership needed to drive progress against the targets set out and the drive to engage all of our people to support delivery of these ambitions. Increasing awareness will be a key part of driving effective governance and changing behaviours.

All employees will be required to complete relevant training and play an active part in developing their knowledge, as well as encouraging our clients and partners to do the same.

WHAT ARE WE GOING TO DO?

We will focus our efforts on:

Leadership: this means we will standardise inclusion of sustainability in business meetings, and use RIO for visible and meaningful sustainability reporting.

Upskill and train: this means that all employees will have completed Carbon Literacy, Environmental Ambition and other relevant training by 2028, nominate and support Environmental Champions for each Business, introduce quarterly Sustainability Workshops, support an Environmental Work Experience programme, and develop and implement a Ringway induction that includes sustainability topics

Engage and collaborate: this means we will share best practice Environmental Management on the Horizon platform and a quarterly Sustainability newsletter, promote successes through Awards, and work towards Gold Membership of the Supply Chain School of Sustainability by 2028.

We will engage with our clients and key industry reporting platforms and bodies to help the whole sector address the environmental challenges we all face.

Embedding Sustainable Procurement: this means we will strengthen our commitment to PAS 2080, by embedding ISO 20400, the international standard for sustainable procurement across our business, extending our approach to our supply chain.

ENVIRONMENT AMBITION

4 Empowering our people to deliver positive environmental impact



④ GOVERNANCE & BEHAVIOUR

Governance & Behaviour



TARGETS AND SDG

Focus areas	2025 Commitments	Responsibility	2026 Milestones	2028 Milestones	2030 Targets
Leadership	All Business Units to include Environment & Sustainability in their monthly meetings.	BU's	Standardise inclusion of Sustainability in monthly board reporting.		
	Increase the accuracy and transparency of our sustainability reporting with use of RIO.	BU's/Head of Sustainability	RIO embedded in our daily data capture; management reports for decision making produced.		
	All BU's to develop environmental objectives within their 2025 Business Plans to support Ringway's Environmental Roadmap aspirations.	BU's			
Upskill and Train	Develop and publish an Employee Environment & Sustainability Training Matrix.	Head of Sustainability	Ensure sustainability training requirements are identified and embedded into the PDR process.	Assess the feasibility of implementing incentives and / or penalties against environmental performance.	
	50% of all employees to complete VINCI Environmental Ambition Training.	BU's	75% of employees to complete VINCI Environmental Ambition Training.	100% of employees to complete VINCI Environmental Ambition Training.	
	Develop and deliver internal role specific Environment/ Sustainability training.	Head of Sustainability	Deliver internal Environmental/Sustainability training to 50% of employees.	Deliver internal Environmental/ Sustainability training to 100% of employees.	
	Nominate BU Environmental Champions and define Roles & Responsibilities.	BU's/Head of Sustainability	Support Environmental/Sustainability Work Experience Placements.		
	Quarterly Sustainability Workshops to share best practice across BU's.				
	100 hours of Upskilling and mentoring our SHE Team to improve environmental compliance.	Head of Sustainability	Develop and roll out Ringway specific SHE Induction.		
	Provide training for staff responsible for environmental data collection providing a base level knowledge of key environmental data points and their impact on the business.	Head of Sustainability	Hours spent undertaking school and further education visits with a focus on Sustainability.		
	Continue to monitor environmental compliance through audits & inspections.	BU's	Analyse audit findings to identify trends and areas for continual improvement.		



④ GOVERNANCE & BEHAVIOUR

Governance & Behaviour



TARGETS AND SDG

Focus areas	2025 Commitments	Responsibility	2026 Milestones	2028 Milestones	2030 Targets
Engage and Collaborate	<ul style="list-style-type: none"> Each BU to submit 1a Sustainable Innovation on Horizon Platform. 	BU's	<ul style="list-style-type: none"> Each BU to submit 2 × Sustainable Innovations on Horizon Platform. Publish sustainability report on an annual basis, including strategy and progress against targets and commitments and identifies next steps to meet objectives. Annual review of Ringway's Environmental Roadmap. 	<ul style="list-style-type: none"> Each BU to submit three Sustainable Innovations on Horizon Platform. Annual review of Ringway's Environmental Roadmap. 	Each BU to submit 5 × Sustainable Innovations on Horizon Platform. Annual review of Ringway's Environmental Roadmap.
	<ul style="list-style-type: none"> Prioritise clients who have carbon and sustainability highest on their agenda, creating a stakeholder engagement plan. 		<ul style="list-style-type: none"> Quarterly Newsletter of recent sustainability and carbon news within Ringway. 		
Awards & Recognition	<ul style="list-style-type: none"> One submission for a local or national recognised Environmental award. Trial internal VINCI Construction UK Environmental Assessment on 1 × BU. 	BU's			
Embed Sustainable Procurement	<ul style="list-style-type: none"> Update current supply chain selection process and ensure environmental sustainability is weighted appropriately in all procurement activities. 	Procurement	<ul style="list-style-type: none"> Periodic supply chain audits/assessments to measure performance against the standard's requirements. 		
	<ul style="list-style-type: none"> Incorporate Sustainability Minimum Standards in supplier and sub-contract orders. 	Procurement			



SDG



④ GOVERNANCE & BEHAVIOUR

Governance & Behaviour



CASE STUDY > CARBON LITERACY TRAINING

Ringway's Carbon Literacy accredited programme is bespoke to the highway services we deliver. Since its introduction in 2023, the programme has engaged and empowered the leadership team, who are supporting and delivering innovative, sustainable change, that is already seeing real results on the ground.

Since the first course, teams in Milton Keynes, the Isle of Wight and Surrey, have also received training – adding up

to a total of 40 people trained and engaged on personal and business transformation across the business.

Ringway has become a Bronze level Carbon Literate Organisation (CLO) in 2025. To achieve this, we demonstrated the development of a Carbon Literate workforce, including engagement with our clients and partners in developing and delivering low carbon solutions.

Ringway's
Carbon Literacy
Bronze Award



Carbon Literacy Project



We have built resilience into the programme with some of our team becoming in-house 'Train the Trainer's. This ensures that we have continuity of both passion and culture and can manage the wider roll-out of the programme quickly and effectively.

Carbon Literacy on its own may not be directly linked to carbon reduction, but Ringway is committed to this

programme for the significant potential it has to shape the culture and behaviours of our people. With a more aware and engaged leadership and workforce, we believe that we are building a team that will be effective and accountable, making a real difference through a myriad of small decisions and choices they, and we, make every day, and which, when combined, will work towards a more resilient, sustainable future.

