

## HUB SOUTH EAST SCOTLAND LIMITED BIODIVERSITY POLICY

We recognise the impact that construction can have on biodiversity and as such we are committed to protecting, and where appropriate enhancing, biodiversity during our construction activities for the benefit of all our stakeholders and society. We deliver this commitment by:

- Conducting habitat and protected species surveys as identified by The Conservation of Habitat and Species Regulations.
- Assessing and managing biodiversity risks and opportunities through project specific environmental risk assessments in accordance with each company's environmental management systems which meet the ISO 14001:2015 requirements.
- Minimising any negative impacts on biodiversity through compliance with our legal obligations and careful site management.
- Considering opportunities for biodiversity enhancement, where appropriate, if not already specified within requisite planning obligations.
- Engaging specialist ecological and biodiversity experts and/or local and national conservation agencies on project specific biodiversity initiatives, as appropriate.
- Ensuring employees and subcontractors are equipped with the training and skills they need to deliver compliance with this Policy.

Overall responsibility for biodiversity and this Policy rests with the Board. The Board discharges this responsibility through the Chief Executive Officer who is responsible for the implementation of this Policy.

This Policy statement applies to all Hubco and Sub-Hubcos projects within Hub South East Scotland Limited and is available to all employees via our Intranet system. The policy is also made publicly available on our website. The contents of this Policy will be reviewed and updated as necessary on at least an annual basis.

Hub South East Scotland Limited is not an employer however we operate under a series of management services and/or secondment agreements for providing staff members to Hub South East Scotland. References to Hub South East Scotland staff in this document includes all such staff members.

This policy is available on Hub South East Scotland website <https://www.hubsoutheastscotland.co.uk> and/or shared with Supply Chain partners.



*Signed for and on behalf of the Board:*

**Reviewed November 2023**

**Paul McGirk**  
**Chief Executive**  
**Hub South East Scotland Limited**

