

At Hub South East Scotland we are committed via our Supply Chain to reducing the environmental impact of our operations and recognise the critical role that biodiversity plays in sustaining healthy ecosystems and resilient communities. We acknowledge the potential impacts of construction on biodiversity and our aim is not only to protecting but actively enhance biodiversity wherever possible throughout our project lifecycle.

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 Directors who are responsible for the implementation of this Policy.

This Policy statement applies to all companies within Hub South East Scotland and is available to all employees via our intranet based business management 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.

Signed for and on behalf of the Board:



Paul McGirk
Chief Executive
Hub South East Scotland

Reviewed July 2025