



CAIRNHILL

ENGINEERING A
SUSTAINABLE FUTURE

SUSTAINABILITY STATEMENT

Engineering innovative steel solutions
through responsible manufacturing,
environmental stewardship and
industry-leading quality.



Our Sustainability Mission

We are committed to shaping a more sustainable future through responsible steel fabrication and engineering excellence. By delivering high-quality, efficient, and innovative solutions, we aim to create lasting value for our employees, customers, supply chain partners, local communities, and future generations.

We recognise that sustainability is integral to the way we operate. We are dedicated to continually improving our environmental performance, supporting the wellbeing and development of our people, and conducting business with integrity and accountability.

Our sustainability strategy is aligned with the United Nations Sustainable Development Goals (SDGs) while supporting the objectives of the BCSA Steel Construction Sustainability Charter, ensuring that our decisions and actions contribute positively to the social, environmental, and economic sustainability of the construction industry.

Through collaboration, innovation, and continuous improvement, we will play our part in building a stronger, safer, and more sustainable future.





PEOPLE. PLANET. PROFIT.

At Cairnhill, we are passionate about our contribution towards building a sustainable future and minimising the impact on our planet.

For Cairnhill, sustainability is much more than the impact we have on the earth's natural resources. It is about sustaining human communities and contributing towards sustainable development.

Our Current Commitment

At Cairnhill, we all take ownership of ensuring that we operate with integrity and adhere to laws and standards through our comprehensive compliance framework which underpins the organisation.

We also actively seek out ways of exceeding these standards and furthering our strategy by searching for best practices both inside our group of companies and from external experts.

We are committed to continually improving performance and developing our integrated management systems and processes which embrace high standards of Health & Safety, Environmental Protection & Quality Management.

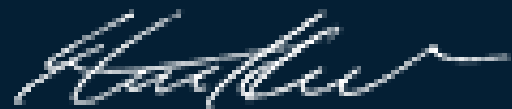
We maintain a documented framework for setting and reviewing targets and objectives to further drive our improvement and commitment, consistent with our policies.

We adopt an integrated and systematic approach to all aspects of our business and are committed to complying with:

- ISO 9001
- ISO 27001
- BS EN ISO 3834 - 2
- UKCA & CE Certification
- National Highway Sector Scheme 3B (NHSS)
- National Highway Sector Scheme 19A (NHSS)
- National Highway Sector Scheme 20 (NHSS)
- Cyber Essentials & Cyber Essentials Plus
- Armed Forces Covenant
- Real Living Wage Scheme
- 5% Club
- ISO 45001
- ISO 14001
- BS EN ISO 1090

Our Plan

“ Within our organisation we continually look to explore new ways in which to improve our sustainability through strategic initiatives which in turn help our business and staff grow through the sustainable journey we are all on together. Understanding we have only commenced our journey and we have a substantial way to go in order to reach our destination is a belief we all share. Each day, week and year we continue along the road with our journey to make Cairnhill a more sustainable business which one day will lead the way for others to follow as we become the organisation in which others strive to follow.”



Steven Hendry
Managing Director
Watson Towers Group



Areas of Improvement

Given the nature of our business, we have identified the key areas where Cairnhill has the greatest potential to contribute to the United Nations Sustainable Development Goals whilst supporting the objectives of the BCSA Steel construction Sustainability Charter below:

People.



Ensure healthy lives and promote wellbeing for all.



Ensure inclusive and equitable quality education, and promote lifelong learning opportunities for all.



Achieve gender equality and empower all women and girls.



Reduce inequality within and among countries.

Planet.



Ensure sustainable consumption and production patterns.



Take urgent action to combat climate change and its impacts.

Profit.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.

SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD



People.

We care for the wellbeing and development of our employees, customers and communities. We respect human rights, promote diversity and inclusion, and foster a culture of safety, health and learning.

3 GOOD HEALTH AND WELL-BEING



Employee Health & Safety:

We prioritise the health and safety of our employees by implementing our “Safety First” approach with strict safety protocols and providing necessary training and equipment to prevent accidents and occupational illnesses.

Employee Wellbeing:

We offer employee assistance programs to support the physical, mental, social wellbeing of our workforce.

4 QUALITY EDUCATION



Workforce Development:

We invest in the education and training of our employees, ensuring they have the necessary skills and knowledge to thrive in their roles and support their professional growth.

Opening Doors and Educational Partnerships:

Collaborating with educational institutions and offering entry-level programs contributes to improving the quality of education and prepares our next generation of skilled workers.

5 GENDER EQUALITY



Diversity & Inclusion:

We are working towards a more diverse and inclusive workplace by promoting gender equality and providing equal opportunities for all employees, regardless of their gender.

Women In Leadership:

We encourage and support women to take on leadership within the company.

10 REDUCED INEQUALITIES



Equal Opportunities:

We strive to reduce inequalities within the company by ensuring equal opportunities for all employees, regardless of their background.

Community Engagement:

We engage with our communities that we operate in, working to reduce inequalities in those areas by supporting local initiatives and charitable organisations.

Planet.

We reduce our environmental impact and contribute to the transition to a low-carbon economy. We optimise our natural resources, minimise our waste and emissions, and enhance our resilience to climate change.



Circular Economy:

We adopt a circular economy approach by reusing and recycling materials where possible.

Sustainable Supply Chain:

We work with our suppliers to ensure they also follow responsible consumption and production practices. This includes promoting sustainable sourcing and ethical supply chain management.

Decarbonisation:

More than 50% of our steel suppliers either possess BES 6001 or have a published decarbonisation roadmap.

Waste Reduction:

We minimise waste generation and promote reuse and recycling within our operations.



Carbon Reduction:

We are advancing towards a future defined by sustainability, pledging to achieve net zero emissions by 2045.

Energy Efficiency:

We strive to improve energy efficiency in our operations, using energy-efficient equipment, making use of energy monitoring software, and promoting employee awareness of energy-saving practices.

Transport & Logistics:

We will continue to optimise routes, and use lower-emission vehicles where possible.

Supply Chain / Customer Partnerships:

We strive to partner with suppliers and customers to reduce emissions in the entire value chain.

Profit.

We recognise that our purchasing decisions can affect society and the environment beyond our own operations. In making profit, we also give back to communities around us, our supply chain and those who surround our employees.

8 DECENT WORK AND
ECONOMIC GROWTH



Customer Centric Approach:

We focus on meeting customer needs by tailoring our products and services to their specific requirements.

Good Governance:

We implement good governance practices to remain accountable, ensure transparency, and mitigate risk.

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



Culture of Innovation:

We foster a culture of innovation by encouraging employees to contribute ideas and rewarding innovative thinking.

Thought Leadership:

We collaborate with peers and gain industry insights on sustainability, fostering a deeper understanding of responsible practices.

Current Achievements



Energy Efficiency

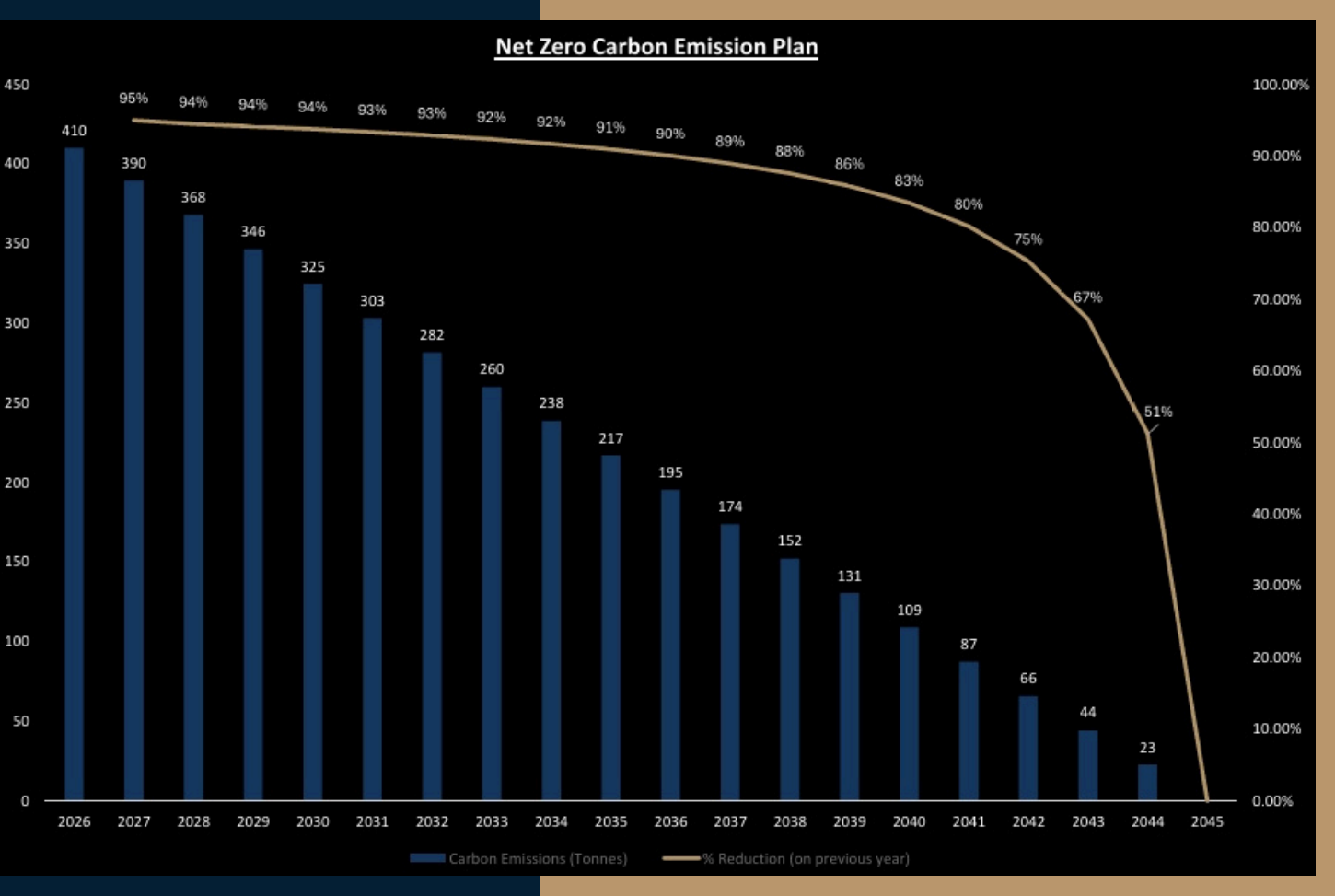
We have successfully achieved a 10% reduction in electricity consumption (kWh) through targeted investments in energy-efficient technologies across our facilities since 2024. Passive Infrared (PIR) occupancy sensors have been installed throughout office areas to reduce unnecessary lighting usage, while all manufacturing bays have been upgraded with 100% LED lighting.

These improvements have lowered energy demand, reduced operational costs, and established a strong foundation for further energy efficiency initiatives as part of our sustainability roadmap. Future targets include identifying additional opportunities to optimise energy performance and deliver further reductions in energy consumption and carbon emissions.

Fleet Electrification

Our vehicle fleet transition to fully electric vehicles represents a major milestone in our decarbonisation strategy. The new fleet incorporates advanced safety features and intelligent vehicle management systems, providing valuable data to optimise vehicle utilisation, eliminate unnecessary journeys, and improve operational efficiency.

Upon completion of the fleet replacement programme, we anticipate an annual reduction in carbon emissions of approximately 123 tonnes of CO₂, making a substantial contribution towards our long-term net zero objectives.



Current Achievements



Waste Management & Recycling

We have strengthened our waste management strategy by implementing new waste segregation processes and appointing specialist recycling partners to maximise resource recovery. A dedicated supplier has been engaged to divert general waste for sorting and reclamation of reusable materials, while 100% of steel off-cuts are now recycled through an approved material recycling contractor.

These initiatives have increased our recycling rate to 29.4% of all waste generated within the past year. With future improvements expected to deliver an 87% recycling rate, this significantly reduces waste sent to landfill. As part of our ongoing sustainability roadmap, we are targeting a further 10% increase in recyclable waste, raising our recycling performance to 32.4% in the next reporting period.

Sustainable Business Travel

We continue to reduce the environmental impact of business travel through increased adoption of digital collaboration technologies and improved operational planning. Remote intervention activities, external audits, and internal meetings are now undertaken virtually wherever practical using Microsoft Teams and Skype, supported by enhanced software integration that enables flexible home and office working.

Improved project, tender and resource management is also helping to minimise unnecessary travel. Between October 2024 and October 2025, business travel totalled approximately 135,000 air miles. Our target for October 2026 is to reduce this to 108,000 air miles, representing a 20% reduction in business flights and a significant decrease in associated carbon emissions.



Engineering A Sustainable Future

Our Carbon Reduction Journey

We are actively working towards a more sustainable future and minimising our impact on the environment, and we are committed to being a **Carbon Net Zero organisation by 2045** (Scopes 1 & 2 only).

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ISO 14001
CERTIFIED



LOWER CARBON
OPERATIONS



ETHICAL
SOURCING



SUPPORTING A
GREENER FUTURE