

SUSTAINABILITY POLICY

James & Nicholas Architects Engineers Limited (“J&N”) is committed to the protection of the environment and compliance with applicable legal and voluntary compliance obligations. We aim to become a sustainable business by developing and adopting best practice principles and responding to the needs of our stakeholders. We are committed to including sustainable practices within our daily office environment and in our architectural and engineering consultancy work.

The Directors believe that J&N’s activities should endeavour to be healthy, safe, sustainable and environmentally friendly, and in accordance with the principles of sustainable development supporting the delivery of the Well-being of Future Generations (Wales) Act 2015.

The main environmental impacts of the company include the consumption of natural resources such as paper, the use of electricity, gas and water, the disposal of waste and transport impacts. In recognising these impacts, through demonstration of continual environmental improvement and a commitment to pollution prevention J&N will: -

Comply with the requirements of all relevant environmental legislation and have regard for associated guidance notes. As a responsible Welsh Business and a key supplier to Public Bodies within Wales, our strategic aims are aligned to the Well-being of Future Generations (Wales) Act 2015, contributing to the long-term improvement of social, cultural, environmental, and economic well-being of people and communities in Wales.

This policy sets out our approach to sustainability and focuses on the following key areas:

Natural Resource Protection

We recognise our activities have an environmental impact; therefore, we will minimise this impact by: -

- Minimising waste and promoting recycling and material re-use
- Using resources and materials efficiently
- Implementing environmental improvement initiatives in our office
- Promoting environmental awareness amongst our employees and the local environment

Climate Change and Energy

The impact of climate change on a global scale is evident, and we will work to reduce our impact, by adapting our working practices, minimising our uses of energy by: -

- Actively reducing our use of energy and emissions of greenhouse gases in transport and the maintenance and operation of our office
- Achieving excellence in life cycle design and deliver more innovative, cost-effective sustainable solutions to our customers.
- Establishing a Baseline Carbon Emissions Footprint (2026)
- Developing a Carbon Reduction Plan in 2026
- Achieving Net Zero carbon by 2050.

Healthy working relationships

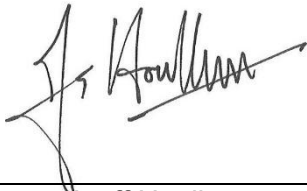
We look to improve the communities in which we work, and the environment for those that work for us. Will do this by:

- Contributing to the local economy by employing local staff and using local companies in procuring goods and services
- Encouraging and facilitating a positive work-life balance our employees
- Adopting an effective and practical approach to Health and Safety training and Management throughout our business
- Regularly reviewing our policies and procedures

Our efforts to become a more sustainable business are led by our Directors. We are a long-established company, with a solid business model. Sustainability is embedded in our staff, and we recognise that to grow and add value, to the business it is our duty to reduce costs, increase efficiency, with sustainability at the forefront and to strive for continuous improvement. We do this by recognising and managing risk, being selective in our business opportunities, building relationships with our clients to achieve demonstrable sustainable value solutions.

This policy sets out our guiding principles and our approach to sustainability and achieving our goal of Net Carbon Zero by 2050. Our Action Plan sets out key activities and targets to achieve our goal.

Reviewed March 2026; next review due by 30th March 2027



Jeff Houlker
(Director)



Wanda Kirby
(Director)