Environmental, Social and Governance Strategy
Driving transformation toward a resilient, low-carbon future.

Introduction

Aaron Engineering Group' is committed to achieving significant carbon reductions across all services. This document provides a comprehensive decarbonisation strategy with actionable items, measurable KPIs, and governance structures for tracking progress from 2026 through 2033.

ESG Strategy

This ESG strategy integrates Environmental, Social, and Governance priorities to ensure sustainable growth and stakeholder trust.

- Environmental – Decarbonisation, resource efficiency, biodiversity.
- Social – Employee well-being, diversity & inclusion, community impact.
- Governance – Transparency, ethics, compliance, stakeholder trust.

Environmental Objectives

- Achieve PAS2080 certification across the business to ensure carbon management in infrastructure projects.
- Reduce operational carbon emissions by:
    - 50% by 2030
    - 100% (Net Zero) by 2035
- Transition to a fully low-carbon fleet:
- Incorporate renewable energy innovations across operations (e.g., solar-powered guard huts, smart sensors).
- Enhance nature-based solutions for climate resilience and carbon reduction.

- Assess biodiversity performance and establish science-based targets for improvement.
- Implement energy-efficient and smart technologies to optimise resource use and support client needs.

Social Objectives

- Embed a Diversity & Inclusion (D&I) Policy
  - Set measurable targets for representation and inclusion by 2027.
- Launch Employee well-being Programmes
  - Mental health support, flexible working options and continuous training starting in 2026.
- Community Engagement Initiatives
  - Partner with local organisations for education, safety, and social impact projects.
- Skills Development & Training
  - Provide sustainability and ESG training for employees by 2028.
- Health & Safety Excellence
  - Maintain and embed ISO 45001 certification and ensure safe working environments across all operations.

Governance Objectives

- Establish ESG risk management framework by 2028.
- Embedding ISO 37001 (anti-bribery), ISO 9001 (Quality) and ISO 14001 (Environment)
- Ensure 100% ESG compliance audits annually from 2027.

Strategies to achieve our goals

- Carbon Champion Program to incentivise low-carbon practices among guards all operations instead of guards.
- Deploy carbon reduced electric vehicles and possible alternatives such as bikes for roaming patrols.
- Install solar-powered guard huts and smart sensors.
- Use AI-powered route optimisation to minimise travel emissions.
- Offset residual emissions through local community projects.
- Implement real-time carbon dashboards for client transparency.

Detailed Action Plan & Tracking

Specific actions, responsible teams, KPIs, and tracking methods for each strategy.

Strategy	Specific Actions	Responsible Team	KPIs	Tracking Method
Carbon Champion Program	Develop app for engagement; Monthly leaderboard updates	HR & Sustainability Team	Number of participants; % reduction in idling	Monthly app analytics
EV & Bike Deployment	Purchase EVs in 2026 to represent 10% of our fleet	Fleet Management	EV % in fleet; Fuel savings	Quarterly fleet audit
Solar Guard Huts	Install solar panels on huts in 2027; Monitor energy output	Facilities Team	kWh generated; % reduction in grid energy use	Energy dashboard reports
AI Route Optimisation	Deploy AI software by 2029; Train supervisors	IT & Operations	Travel distance reduction; % fewer patrol miles	System-generated efficiency reports
Accreditation	Acquire ISO 14001 and PAS2080	Compliance Team	Achieve	Yearly targets
Environmental	Incorporate renewable energy innovations	Engineering Team	# of renewable installations	Project completion reports
Environmental	Enhance nature-based solutions for climate resilience	Environmental Team	# of projects implemented	Biodiversity audits
Social	Launch employee well-being programs by 2026	HR & Well-being Team	Employee satisfaction scores	Employee surveys
Social	Engage in community projects aligned with local needs	CSR Team	# of community projects	Community impact reports
Social	Provide sustainability and ESG training for all employees by 2028	Training Team	% employees trained	Training completion records

Roadmap 2026 – 2033

Year	Milestone	KPIs
2026	Launch Carbon Champion Program; Pilot EV patrol vehicles	Employee engagement; 5% emission reduction
2027	Install solar-powered guard huts at 10 sites	Energy savings reports
2028	Expand EV fleet to 50% of roaming vehicles	Fleet emissions down 15%
2029	Introduce AI route optimisation across all works	Travel emissions down 20%
2030	Achieve 100% low-carbon fleet; Green guard posts	Fleet emissions near zero
2031	Offset remaining emissions via local projects	Carbon-neutral operations
2032	Continuous improvement and client transparency dashboards	Client sustainability reports
2033	Achieve 50% operational carbon reduction	Annual sustainability audit

Governance & Reporting

A Sustainability Steering Committee will oversee progress. Reporting frequency: Quarterly internal reviews and annual client-facing sustainability reports. KPIs will be tracked via dashboards and audits.