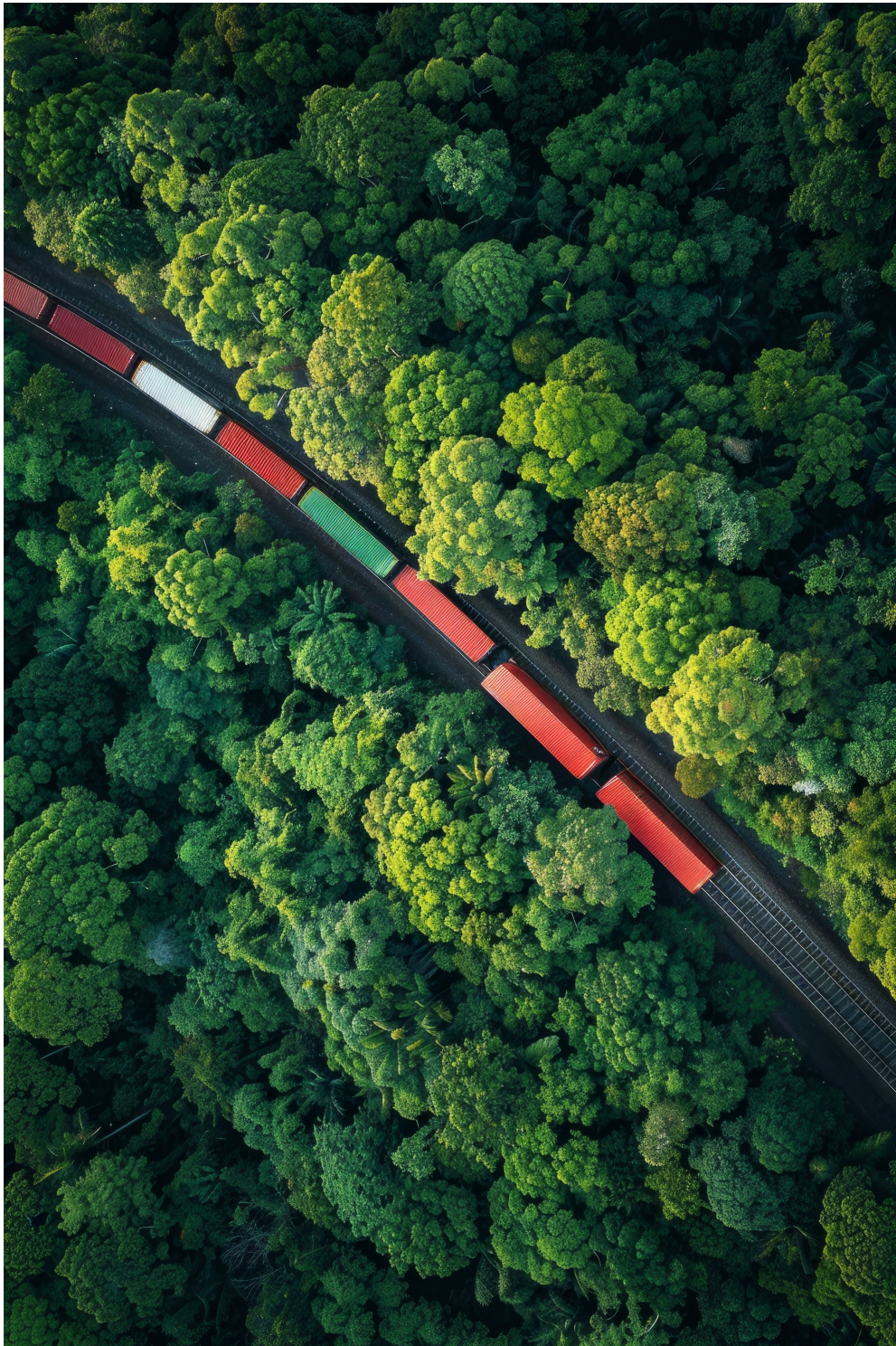




Sustainability strategy 2025 - 2050

V 1.0 2025

Innovating rail for people, nature and a net zero future.



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Our leadership commitment to sustainability

As Managing Director of Loram, I am deeply passionate about ensuring that, as an SME, we maximise our collective impact, as a team, as a business, as One Loram, to meet the needs of our customers and stakeholders while contributing positively to the communities in which we operate. At the same time, we are committed to minimising our environmental footprint and operating responsibly for future generations. I believe that we must always aim high because, meaningful achievement is only possible when we strive for it. Embedding a culture of sustainability within Loram is a long-term journey that touches every part of our business and operations. I am confident that Loram can and will, be a leader in sustainable innovation within the rail industry.

Debbie Francis OBE
Managing Director



As Loram UK's Operations Director, I make sure our operations are carried out safely and ethically across the EMEA region. I am passionate about making sustainability a key part of everything we do. My goal is to create a workplace where we foster stewardship for the environment, look after each other, and keep our business strong. By using resources wisely, cutting down on waste, and investing in innovation, we can lessen our impact on the environment while still delivering a reliable, quality service to our clients. I'm committed to driving positive change, helping my colleagues get on board with sustainable ways of working, and making sure Loram UK stays ahead as a responsible leader in rail solutions. By applying and living our core values and through collaboration with customers and suppliers, I am positive that we can build a sustainable future for our company, our communities, and the wider rail industry.

Lee Tinney
Operations Director



Vision & Purpose

Our vision:

A **net-zero, climate-resilient** Loram UK that delivers sustainable rail engineering, supports thriving **communities** and **ecosystems**, and helps shape a reliable, **low-carbon** railway for future generations.



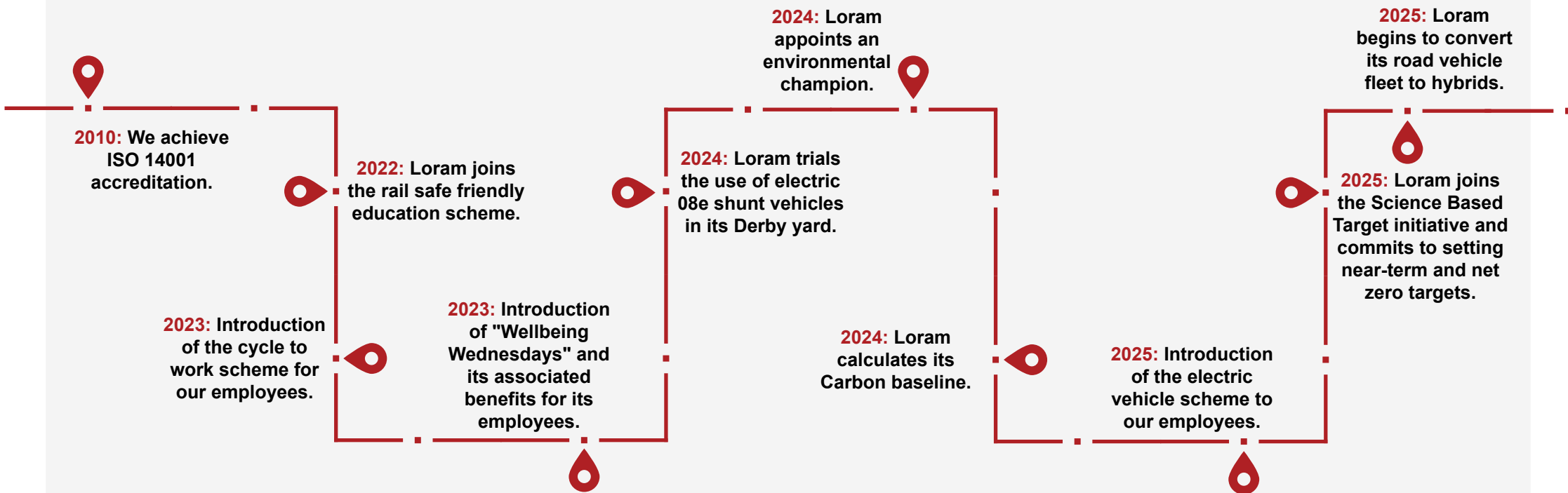
Our purpose:

Loram UK's purpose is to advance sustainable rail engineering by cutting emissions, protecting nature, and supporting people and communities.

Through **innovation** and **collaboration**, we will strengthen the resilience of the railway network and help build a **low-carbon** future, fully aligned with the UK's commitment to achieve **net-zero** by 2050.

Our journey so far

At Loram UK, sustainability is not a new ambition - it's a journey we have already begun. Over the past few years, we have taken important first steps to reduce our environmental impact, invest in cleaner technologies, and support the communities where we work. Here we reflect on the progress we have made to date. By looking back we can better understand how far we have come, and use these foundations to guide the next stage of our strategy towards a net-zero, resilient future.



"At Loram, our value of 'Excellence in all we do' extends beyond performance, it reflects our commitment to people, community, and the environment. Sustainability starts with our workforce, empowering our people to make a positive difference while protecting the natural world around us. By honoring our heritage and embracing innovation, we continue our journey towards a resilient, net-zero future."

Daniel Appleby
HR Director

Alignment

Our work is guided by a shared commitment to building a sustainable future for rail. We align closely with the Sustainable Rail Blueprint (SRB), the industry-wide framework launched in 2023 to drive progress across 11 key priority areas. By aligning with the SRB, we ensure that our ambitions and actions contribute to the collective goals of the rail sector. We are also committed to supporting the United Nations Sustainable Development Goals (SDGs). This document demonstrates how our strategy connects and supports these global aims.



The Sustainable Rail Blueprint

To find out more about The Sustainable Rail Blueprint:
<https://www.rssb.co.uk/sustainability/sustainable-rail-blueprint>

SUSTAINABLE DEVELOPMENT GOALS



The United Nations Sustainable Development Goals

To find out more about The UN SDGs: <https://sdgs.un.org/goals>

The journey of sustainability



On the route to being sustainability leaders, we see our journey much like a railway line. Each of our strategic pillars represents a key station we must pass through to reach our destination. From cutting emissions to protecting nature, supporting communities, driving innovation and building a resilient railway, every stop is essential. Only by visiting each station can we complete the full journey and arrive at our end goal: a sustainable, net zero future.

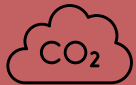




Climate action & net zero

We will reduce emissions across our operations, supply chain and services, transitioning to renewable energy and low-carbon technologies to support Loram UK's net zero target of 2040 and the UK's 2050 target.

We will:



Reduce scope 1 & 2 greenhouse gas emissions under Loram's direct control by 50% from the 2024 baseline by 2035, achieving net zero by 2040.



Source 100% renewable electricity for all UK facilities by 2035.



Transition all company vehicles to low/zero-emission alternatives and a reduction in business-travel emissions by 30% by 2030.



Require 100% of our core suppliers to have carbon management plans in place, developed in partnership with Loram, by 2035.



How we will get there:

To achieve these goals, Loram UK will focus on improving energy efficiency across our operations, investing in cleaner technologies, and adopting renewable energy sources wherever possible. We will aim to phase out fossil fuel use in our fleet and facilities, while promoting low-carbon travel and remote collaboration to reduce business travel emissions. Collaboration will be key - we will work closely with suppliers to implement carbon management plans, ensuring that sustainability is embedded throughout our value chain and supporting the rail industry's transition to a net-zero future.

This supports the Sustainable Development Goals:



This supports the Sustainable Rail Blueprint



Resilient & reliable railway

We will build resilience into our operations and engineering solutions to withstand the impacts of climate change, ensuring reliability and continuity for the rail network.

We will:



Complete climate risk assessments for 100% of Loram UK's sites and core assets by 2028.



Integrate climate resilience measures into all engineering services and operational projects from 2030 onward.



Establish and test emergency response and business continuity for extreme weather across all UK operations by 2027.



100% of operational staff will undertake annual emergency scenario training and participation in subjects identified to be of greatest risk.



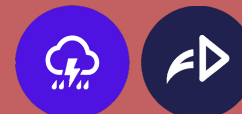
How we will get there:

To achieve these goals, Loram UK will embed climate resilience and preparedness at the heart of our planning and project delivery. By integrating climate risk assessments and adaptation measures into the early stages of all engineering and operational projects, we will ensure that reliability and performance are maintained under changing conditions. We will strengthen our readiness through robust emergency planning, regular staff training, and collaboration with customers to design solutions that can withstand extreme weather and future climate challenges. In doing so, we will build a railway that remains dependable, safe, and sustainable for the long term.

This supports the Sustainable Development Goals:



This supports the Sustainable Rail Blueprint



Circular economy & resources

We will use resources more efficiently, designing out waste, reusing materials, and embedding circular economy principles across projects.

We will:



Divert 100% of non-hazardous waste from landfill by 2026.



Reduce water use intensity by 25% and supplement where needed with harvested rainwater by 2030 compared to a 2024 baseline.



Introduce life cycle assessment (LCA) into all new product and service designs from 2027, covering energy, materials and end-of-life impact.



Align 90% of procurement spend with suppliers that apply circular or sustainable sourcing principles by 2030.



How we will get there:

To achieve these goals, Loram UK will embed circular economy thinking into everyday operations and decision-making. We will develop clear procedures for waste reduction, recycling and material recovery across all sites, supported by improved data tracking to monitor progress. Life cycle assessments will be introduced into design and maintenance planning to identify opportunities for efficiency and reuse early in each project. Procurement teams will adopt circular and sustainable sourcing criteria when selecting suppliers, ensuring our supply chain aligns with Loram's environmental values. Through training, collaboration, and continuous improvement, we will turn resource efficiency into a standard part of how we operate.

This supports the Sustainable Development Goals:



This supports the Sustainable Rail Blueprint



Nature & biodiversity

We will reduce the ecological impact of our operations and actively invest in nature recovery projects, creating long-term benefits for biodiversity, carbon capture and local communities.

We will:



Acquire or partner to manage at least one woodland or equivalent biodiversity site by 2030, ensuring measurable ecological improvements.



Deliver measurable biodiversity enhancement projects every five years from 2030, such as tree planting, wetlands or pollinator corridors.



Implement air, water and noise pollution control and monitoring at 100% of operational sites by 2026 to minimise direct ecological impact.



Launch an employee volunteering programme linked to woodland or nature site, targeting 80% staff participation by 2035.



How we will get there:

Loram UK will strengthen its commitment to nature by directly managing or partnering in the stewardship of a woodland or similar biodiversity site. This space will serve as a living example of our dedication to habitat restoration, carbon capture, and ecological resilience. Our employee volunteering programme will play a central role, giving every member of our team the opportunity to contribute to hands-on conservation and nature recovery efforts, including tree planting. Alongside this, we will implement air, water, and noise monitoring across all operational sites to identify and reduce environmental impacts. By making biodiversity action part of both our operations and our culture, we'll ensure nature thrives alongside our business.

This supports the Sustainable Development Goals:



This supports the Sustainable Rail Blueprint



People & communities

We will prioritise health, safety, diversity and wellbeing in our workplace while creating positive social value in the communities where we operate.

We will:



Maintain 100% compliance with the living wage foundation every year.



Offer at least 50% of employees opportunities to upskill or train by 2030.



Contribute at least 1000 volunteering hours annually to local community projects and initiatives by 2030.



Deliver STEM and railway safety outreach programs to at least 10 schools annually (including 2 local to Derby) by 2028.



How we will get there:

We will achieve these goals by fostering a diverse, inclusive, and supportive workplace where everyone can thrive. Our approach prioritises health, safety, and wellbeing through dedicated programmes, mental health support, and employee benefits that promote balance and fulfillment. We encourage healthy lifestyles with initiatives such as free fruit, wellbeing events, and access to physical and mental health resources. By providing fair access to training and upskilling, we ensure equal opportunities for career growth across all roles. Our commitment to volunteering and community engagement will strengthen local partnerships, promote inclusion, and create shared social value - ensuring our employees and communities share in Loram's success.

This supports the Sustainable Development Goals:



This supports the Sustainable Rail Blueprint



Innovation & governance

We will embed sustainability into our governance, policies, and operations, ensuring responsible decisions across everything we do. We will drive innovation in green technologies and sustainable engineering to support our customers and the rail industry's journey to net zero.

We will:



Establish a green environment working group including delegates from key departments with influence on sustainable operations within Loram UK by 2027.



Embed sustainability criteria into 100% of procurement and investment decisions by 2027.



Publish an annual sustainability report to cover greenhouse gas emission progress and aligned with science-based target initiatives by 2026.



Evaluate and implement innovative, low-impact materials and technologies in all new design projects from 2027, improving efficiency and resilience across our operations.



How we will get there:

We will achieve these goals by embedding clear accountability and collaboration across our business, ensuring sustainability is considered in every decision. Through our Green Environment Working Group, we will connect expertise from across departments to identify opportunities for improvement and share best practice. We will strengthen governance frameworks to ensure all procurement, investment, and reporting processes reflect our sustainability standards. By fostering a culture of innovation and continuous improvement, we will encourage the adoption of low-impact materials, cleaner technologies, and data-driven insights that enhance efficiency, resilience, and transparency across Loram UK.

This supports the Sustainable Development Goals:

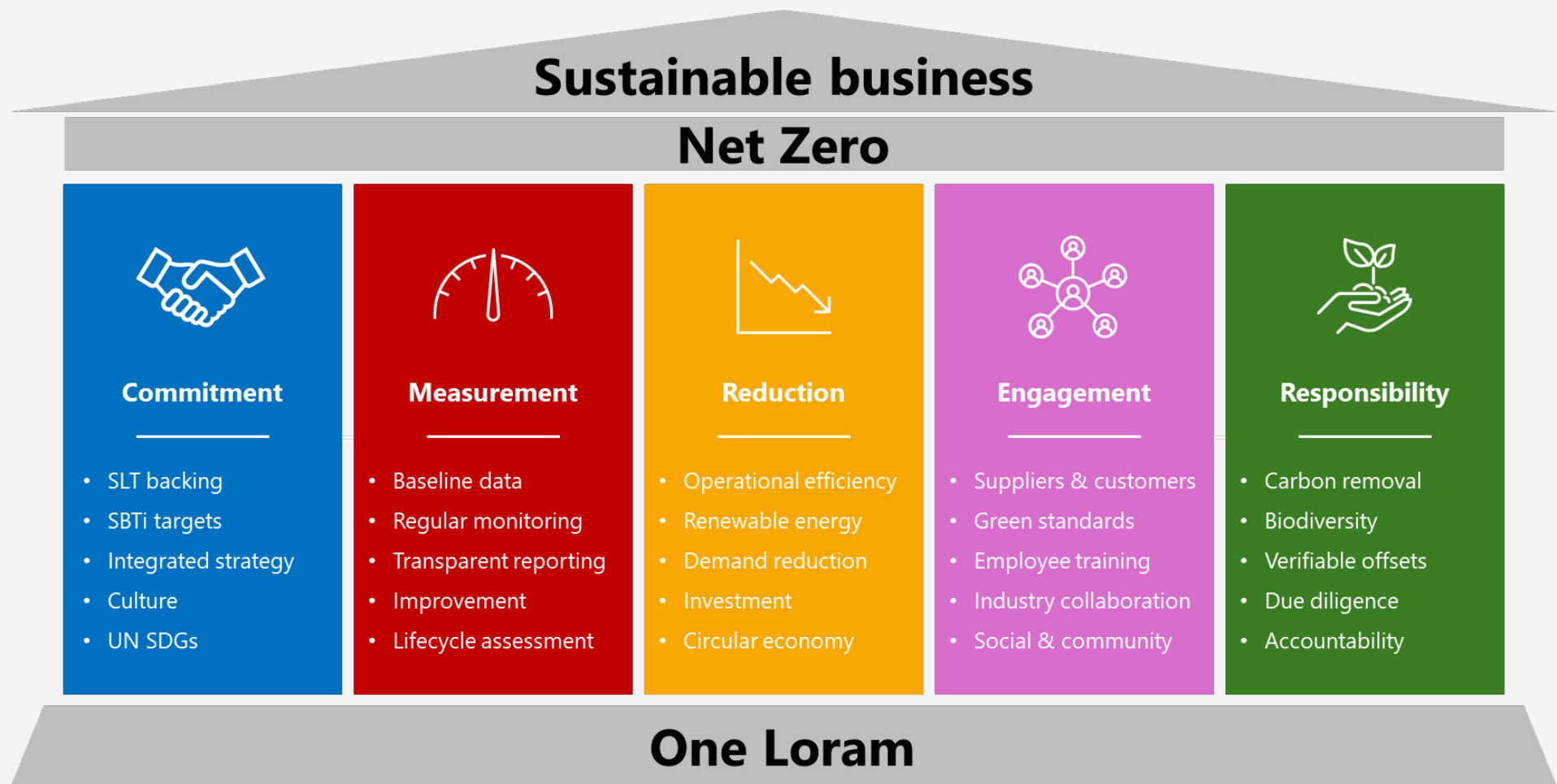


This supports the Sustainable Rail Blueprint



How we work sustainably - The one Loram way

In a time when many organisations are striving to embed sustainability into their operations, Loram has established a clear framework that turns ambition into action. Our model provides the structure and foundations needed to achieve meaningful progress, with each pillar representing a key area that supports our goal of becoming a net zero, sustainable business. At the base of this framework is One Loram - the shared vision, collaboration, and unity across all departments that enable us to deliver lasting change. By working together with a common purpose, we ensure sustainability remains embedded in every part of our operations and culture.



Science Based Target initiative (SBTi)

Our commitment:

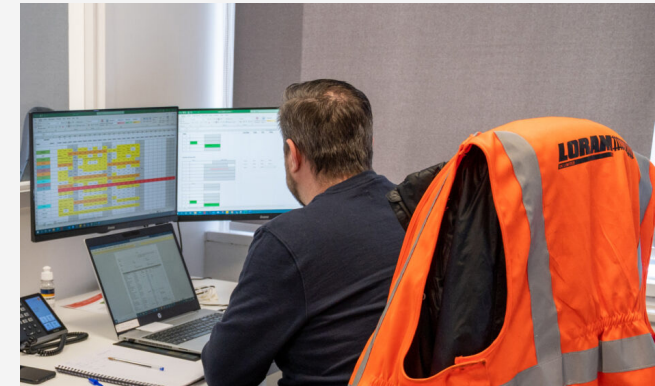
We are proud to have committed to the Science Based Targets initiative (SBTi), reinforcing our dedication to meaningful climate action and a net-zero future. Through comprehensive carbon accounting aligned with the Greenhouse Gas (GHG) Corporate Standard, we have established our 2024 baseline emissions across Scope 1, 2, and 3.

Science-led progress:

By aligning our near-term and net-zero targets with SBTi, we ensure our approach is science-led, transparent, and measurable, consistent with the latest climate science. This commitment supports the wider rail industry's journey toward decarbonisation, positioning Loram UK as a trusted partner in delivering a more sustainable network.

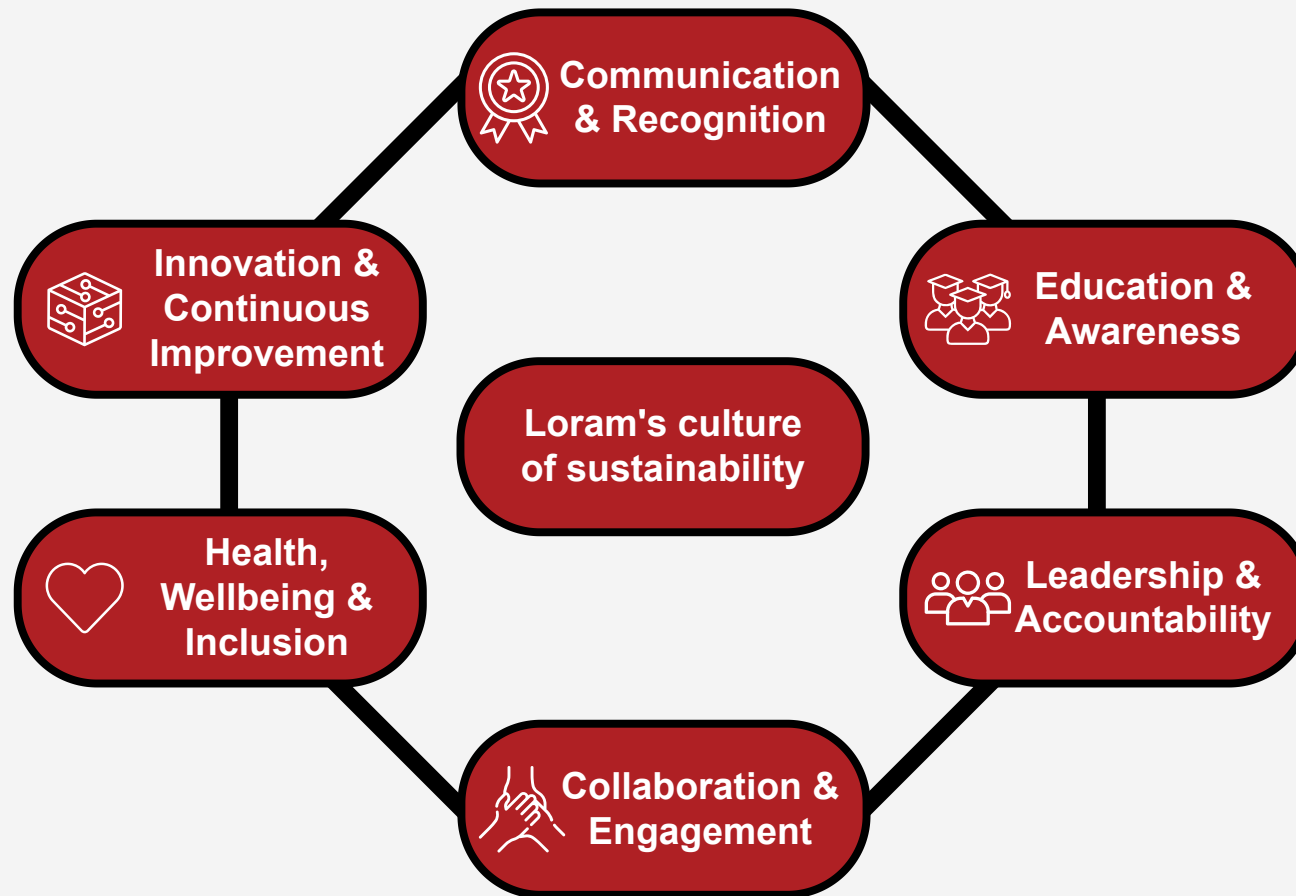
Accountability & collaboration:

We will publish an annual carbon emissions report to track progress, maintain accountability, and continuously refine our carbon reduction strategies. Working collaboratively with our customers and partners, we will drive down emissions across the value chain and contribute to the delivery of a net-zero railway.



Our culture of sustainability

At Loram, sustainability is not just a target - it's part of who we are. We're building a culture where every employee plays a role in shaping a more sustainable future. Through collaboration, accountability, and shared purpose, we ensure sustainability is embedded in everyday decisions and behaviours. From health and wellbeing initiatives to training, recognition, and inclusive engagement, we empower our people to act responsibly, innovate boldly, and contribute to lasting positive change. Together, we are creating a culture that supports our journey to a net zero, sustainable railway.



"Culture is how we do things at Loram. Sustainability is core to our business, shaping how we operate, support our people, deliver services, and minimize our environmental impact. Through our culture, sustainability becomes a way of working, not just a goal."

Sarah Myatt
HSQE Director



LORAM 