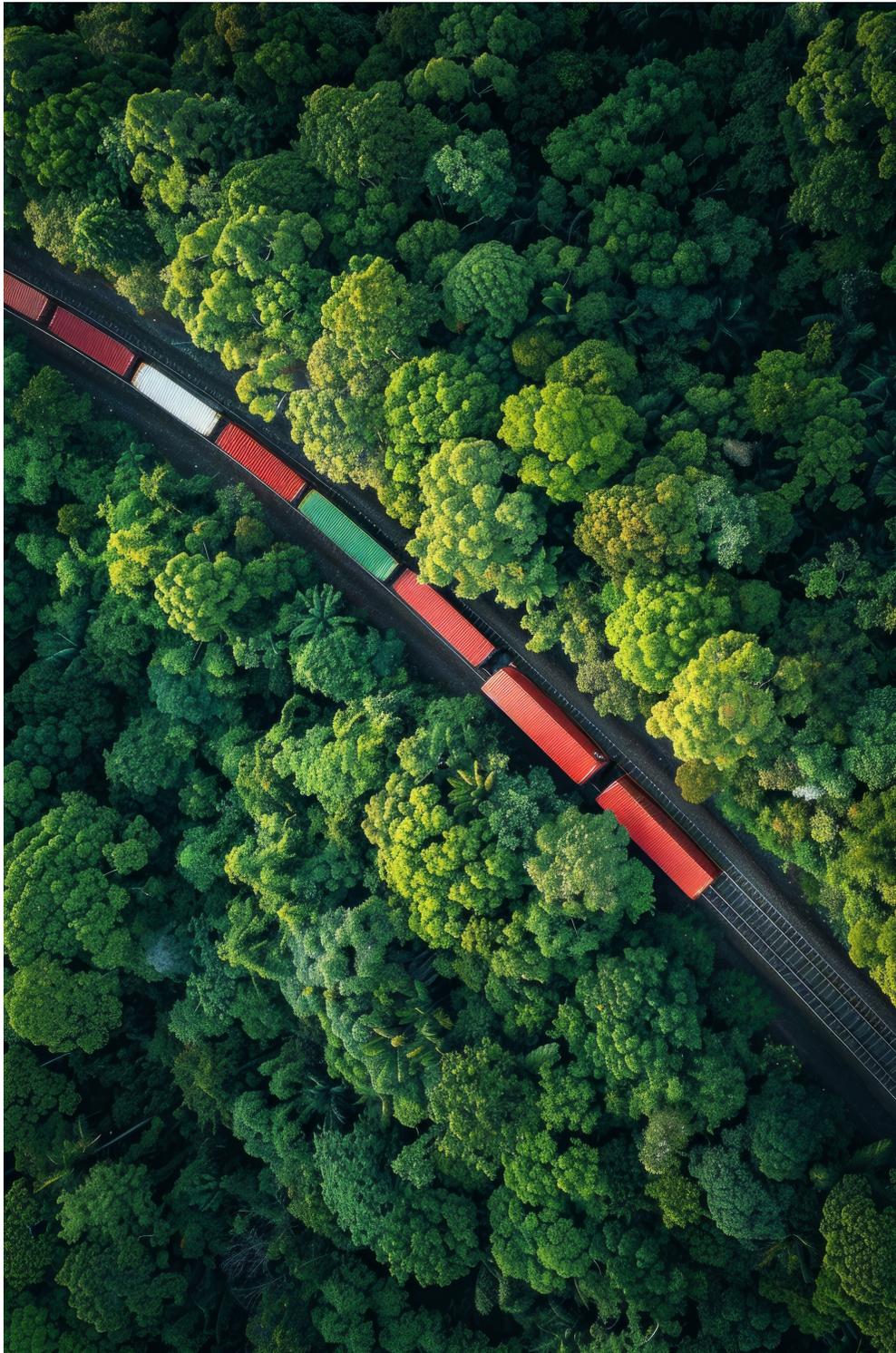




# Sustainability strategy 2025 - 2050

V 2.0 2026

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



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# Our leadership commitment to sustainability

As Managing Director of Loram UK, my responsibility is to ensure the long-term resilience and success of our business. Sustainability is fundamental to that responsibility. It shapes how we make decisions, how we invest, and how we manage risk and opportunity across the organisation. Our approach focuses on delivering value for our customers while reducing our environmental footprint, supporting our people, and contributing positively to the rail industry and the communities we serve. By setting clear expectations, embedding sustainability into governance and strategy, and working in partnership with customers and suppliers, we are building a business that is fit for the future. This commitment enables Loram UK to operate responsibly today while strengthening our position as a trusted, forward-looking partner in rail solutions.

**Lee Tinney**  
Managing Director



As Operations Director for Loram UK, my focus is on how our work is planned, delivered, and continuously improved across the EMEA region. Sustainability plays a practical role in that every day. It means making sure our teams work safely and responsibly, that we use materials and resources efficiently, and that we reduce waste wherever possible without compromising quality or performance. By embedding sustainable practices into our operational processes, equipment choices, and ways of working, we can reduce our environmental impact while continuing to deliver reliable, high-quality outcomes for our customers. I am committed to supporting our teams with the right tools, training, and leadership to make sustainable working the norm, and to working closely with colleagues, customers, and suppliers to deliver meaningful, lasting improvement across our operations.

**Jennifer Gladding**  
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.



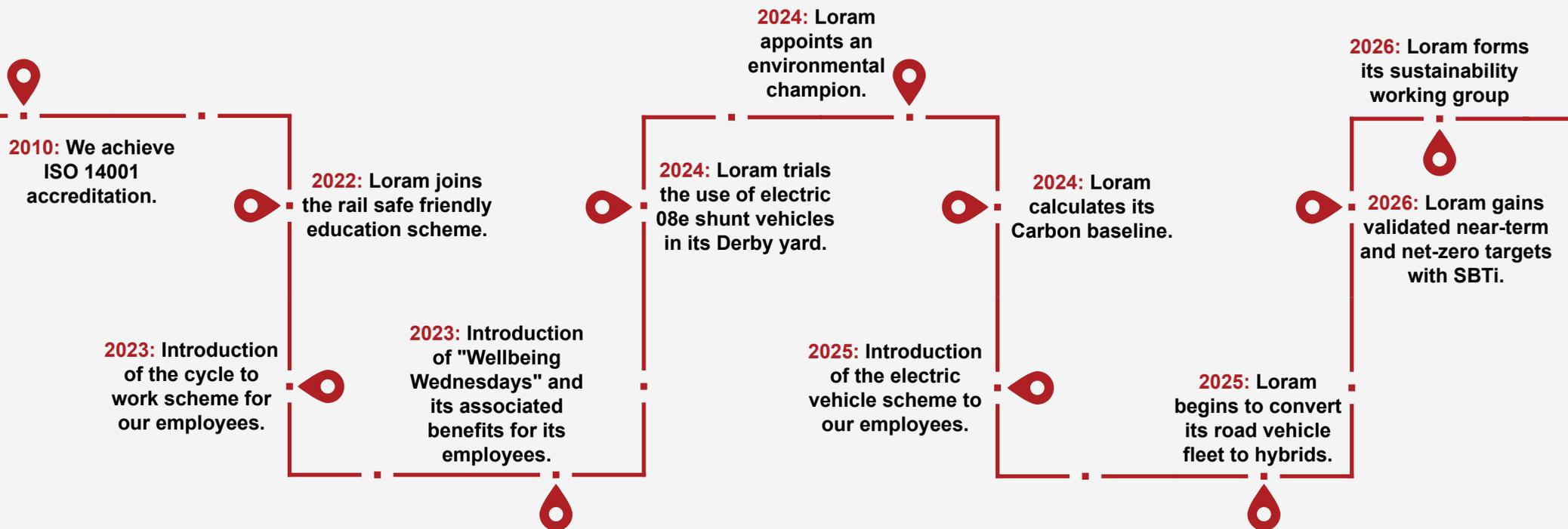
## Our purpose:

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



**Climate action & net zero**



**Resilient & reliable railway**



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.



**Circular economy & resources**



**Nature & biodiversity**



**Innovation & governance**



**People & communities**





# 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:

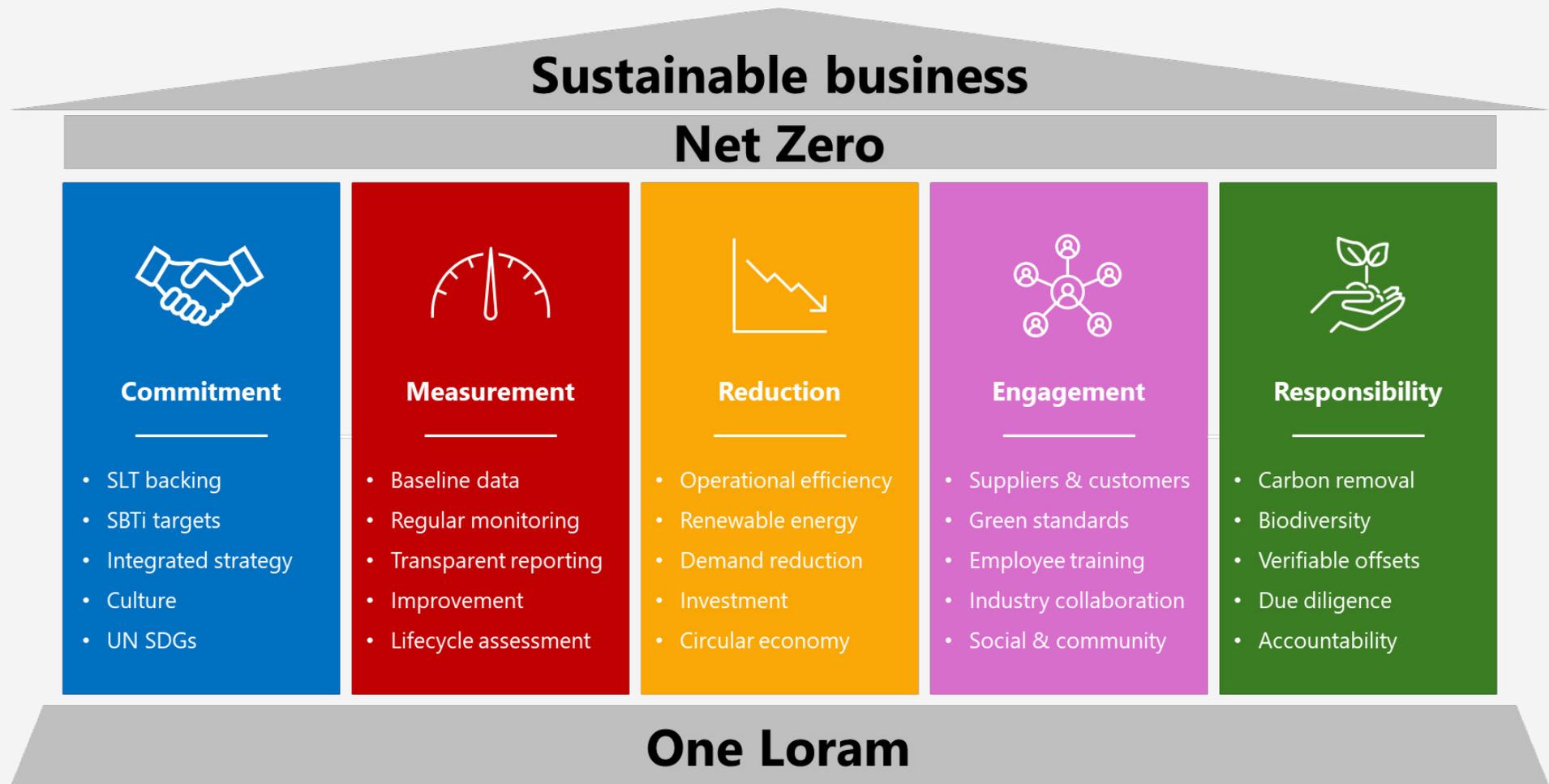


This supports the Sustainable Rail Blueprint



# 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 approach and action:

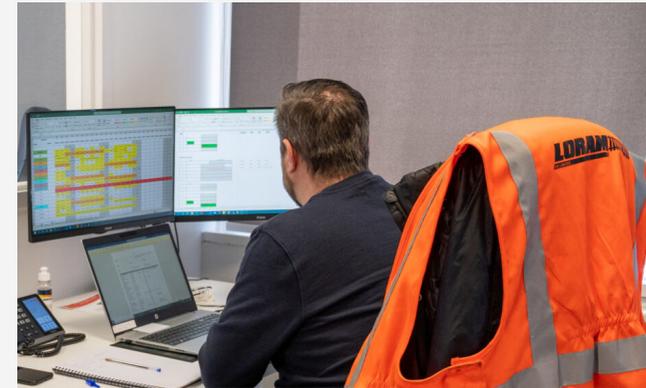
Loram UK's near-term and net-zero emissions reduction targets have been approved and validated by the Science Based Targets initiative (SBTi). These targets provide a robust, science-based framework for managing and reducing our greenhouse gas emissions in line with the goals of the Paris Agreement. Our targets are underpinned by a comprehensive carbon inventory, prepared in accordance with the Greenhouse Gas (GHG) Corporate Standard, with 2024 established as our baseline year across Scope 1, 2, and 3 emissions.

## Science-led progress:

SBTi validation ensures our decarbonisation pathway is credible, measurable, and aligned with climate science. Our approved near-term targets drive immediate action, while our net-zero target sets a clear long-term direction for the business. Together, they inform decision-making, investment planning, and operational priorities, enabling us to reduce emissions while continuing to deliver safe, reliable, and high-quality services for our customers.

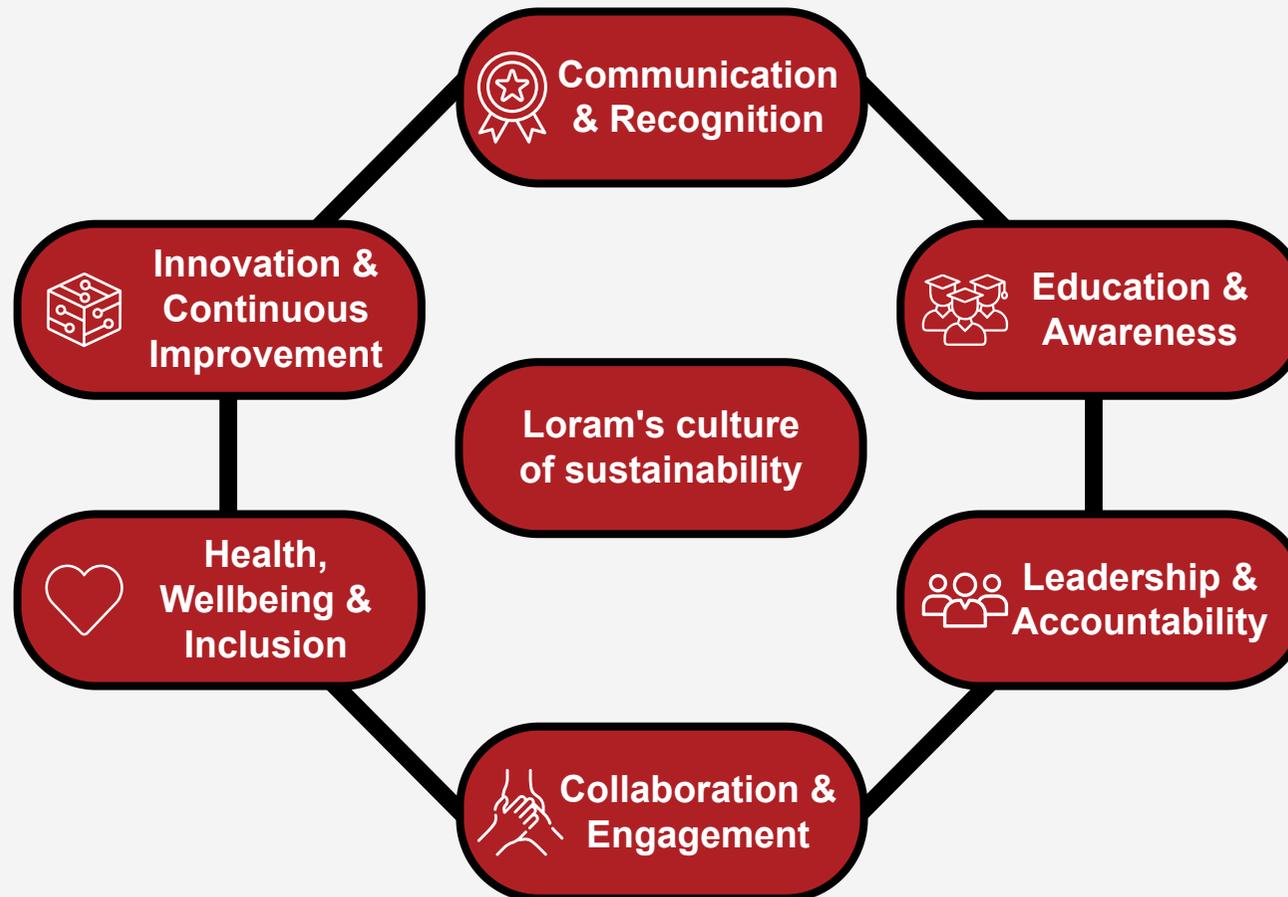
## Accountability & collaboration:

Progress against our science-based targets will be monitored and reported annually. We will continue to work collaboratively with our customers, suppliers, and industry partners to reduce emissions across our value chain and support the transition to a more sustainable, 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** 