

Sustainability Strategy

Creating lasting value
by doing what's right
for people, the planet,
and performance

Delivering Today,
Shaping Tomorrow.

Delivering Impact Across People, Planet and Performance

Wilson James delivers essential services across Aviation & Transport, Construction Logistics and Security sectors where sustainability, resilience and operational excellence must work hand in hand. Our Sustainability Strategy positions us as a responsible, future focused partner, driving measurable impact across our three core pillars: **People, Planet and Performance.**

Aligned to the UN Sustainable Development Goals (SDGs) and validated by the Science Based Targets initiative (SBTi), our strategy sets a clear pathway to Net Zero by 2050, embeds responsible business practices, and delivers meaningful value for colleagues, clients and communities.

1. People - Empowering Our Workforce & Communities

We are a people first business, committed to inclusion, wellbeing and social value at scale.

Wellbeing

We embed mental, physical and financial wellbeing into daily operations. A trained Mental Health First Aid (MHFA) network, a Wellbeing Steering Group and targeted learning programmes to ensure colleagues feel supported and able to thrive in and outside of work.

Equality, Diversity & Inclusion (EDI)

EDI is embedded in our culture, with inclusive recruitment, quarterly learning opportunities, representation audits and active employee networks. Transparent data and strong governance drive continuous improvement.

Social Value & Community Engagement

We deliver measurable social impact through skills development, employment pathways, community investment and advocacy. By 2030, we aim to support 1,000 people with job ready skills, engage 2,000 young people and deliver 300 placements or apprenticeships.

2. Planet - Driving Decarbonisation & Circular Practices

Our environmental strategy focuses on carbon reduction, circularity and nature positive outcomes across our value chain.

Science-Based Targets (SBTi)

Our Net Zero pathway is validated by SBTi. Our key targets include:

42% Scope 1 & 2 emissions by 2030

51.6% Scope 3 per £m value added by 2030

100% REGO backed electricity by 2028

Net Zero across all scopes by 2050

Energy & Travel

Energy use represents a small share of our footprint, but our commitment to efficiency is high. Employee travel, approximately 60% of our emissions is addressed through digital working, EV schemes, shared mobility, active travel and behavioural change programmes established at Wilson James.

Waste & Circular Economy

We focus on reducing plastics and packaging, improving PPE and textile recycling, and eliminating landfill waste by 2035 through targeted actions, supply chain collaboration and operational engagement.

Biodiversity

We work with clients and local partners to support habitat restoration, mitigate pollution and deliver nature positive outcomes aligned with UK environmental priorities.

3. Performance - Governance, Transparency & Accountability

Strong governance underpins our entire strategy. Sustainability is integrated into business planning, risk management, procurement and contract delivery.

Governance & Reporting

Progress is overseen by our Operational Leadership Board and Executive Board. We participate in leading disclosure frameworks such as CDP and EcoVadis, ensuring transparent, auditable reporting.

Business Integration

ESG requirements are embedded into procurement, contract mobilisation, and in contract performance. Suppliers are engaged through training, assessments and sustainability forums.

Our Commitment

Wilson James is accelerating its journey to Net Zero, expanding social impact, and strengthening sustainability across all areas of our business. We are committed to meaningful, measurable action that supports our people, protects the planet and enhances our performance today and for the future.