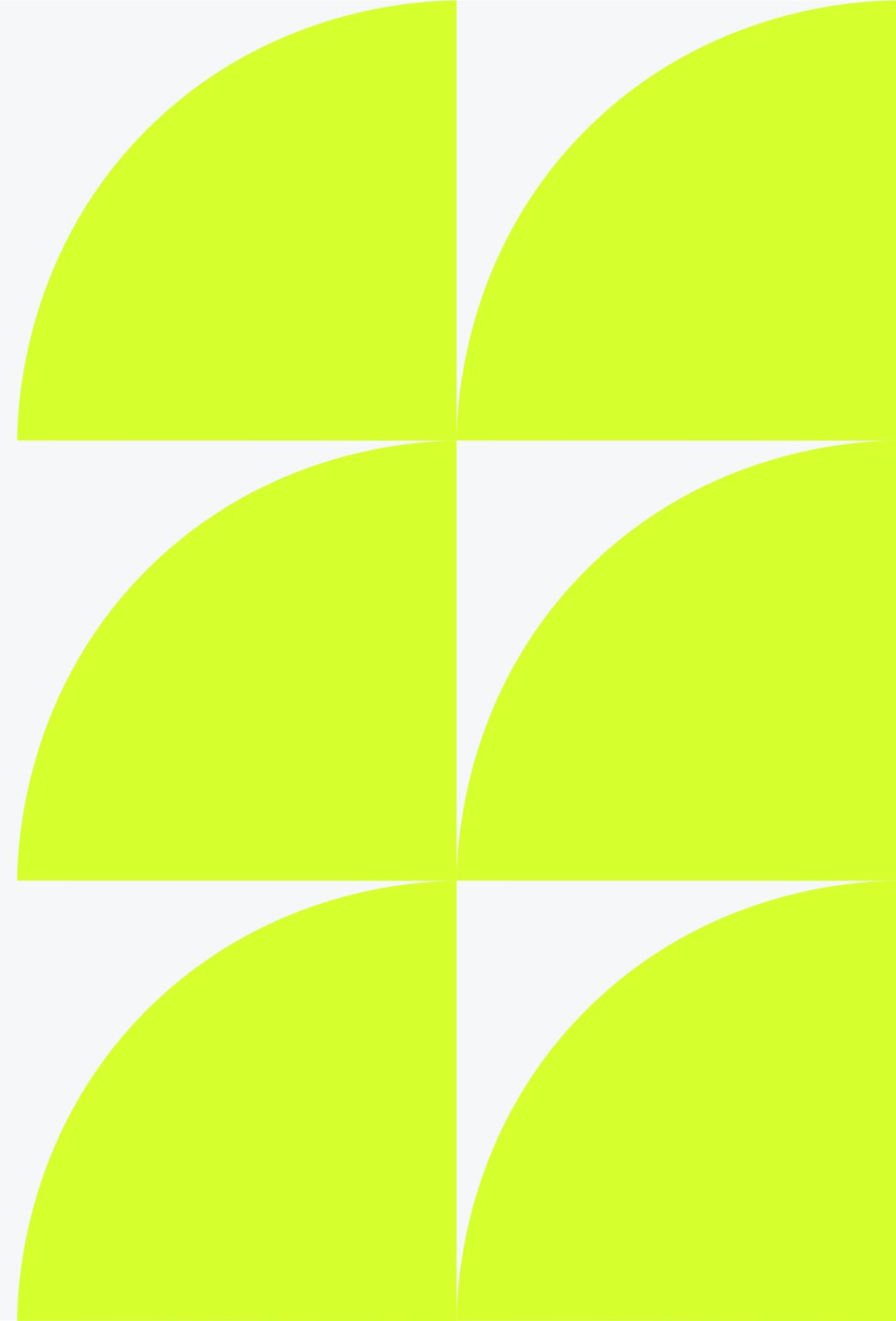




Creating Impact Today, Protecting Tomorrow.

Sustainability Newsletter - 2026



Who we are



Joshua Stodel

Sustainability Manager
Morson Group

Josh is the Sustainability Manager at Morson. He leads on regulatory carbon reporting, the Carbon Reduction Plan, and carbon reduction initiatives, including the development of science-based targets. Josh also manages our external sustainability platforms, such as EcoVadis, CDP and JOSCAR. Alongside this, he oversees environmental initiatives that deliver positive impacts for our communities and the environment. He's also a registered Environmentalist with the Society for the Environment and a Practitioner Member of ISEP.



Becky Burgess

Social Value Manager
Morson Group

Becky is the Social Value Manager at Morson. Taking ownership of our social value strategy across the business, working with teams to embed social value into what we do day to day and turn it into measurable, meaningful impact for our people, communities and clients. Becky's role also supports winning and retaining work by making sure our social value commitments strengthen our reputation and reflect the great things already happening across the business.



Amy Louise Smith

Social Value Manager
Morson Vital

Amy is the Social Value Manager for Morson Vital. Her role focuses on making social value a core part of everything we do. Working across teams to turn good intentions into real, measurable impact—for our people, the communities we serve, and our clients. Amy also help showcase the positive difference we're already making, ensuring our social value efforts support both our reputation and our business goals.

Sustainability is the umbrella that brings environmental and social value together under a shared purpose: **caring for people and the planet today, while safeguarding tomorrow.** Rooted in the Brundtland definition, it reminds us that progress should never come at the cost of future generations.

Sustainability underpins how we operate as a responsible and resilient business. By balancing commercial success with environmental and social responsibility, we strengthen our long-term performance, support our clients and supply chains, and create lasting value for our people and communities.

Embedding sustainability into our decisions helps us build a stronger business today while contributing to a more sustainable future.



Environmental value is about the positive impact we create on the planet, beyond our core business activities. It reflects how we reduce our environmental footprint, protect natural resources and support a more sustainable future through the choices we make every day.



The work we do has an environmental impact and with that comes responsibility.

By embedding environmental value into how we operate, we can help **address climate change, protect ecosystems and support long-term resilience for our business and society.**



The average person generates over 2kg of waste per day, with around one third still sent to landfill. (Roughly the weight of two large bottles of milk). Landfill waste produces methane, contributes to climate change, contaminates soil and groundwater and wastes valuable resources.

How to help:

Reduce consumption, reuse before replacing, recycle correctly, compost food waste, choose low packing alternatives.



Switching to renewable energy sources can reduce carbon emissions by up to 90% compared to fossil fuels. Lower emissions mean cleaner air, slower climate change, and fewer health problems linked to pollution.

How to help:

Choose green energy providers, use energy-efficient appliances, switch off unused devices, support renewable projects and policies.



Only 9% of materials used globally are recycled, highlighting the importance of reducing waste and supporting a circular economy. (In simple terms, out of every 10 things we use, just one goes on to be reused or recycled). Most materials end up as waste, increasing pollution, resource depletion, and environmental damage.

How to help:

Buy less, choose durable products, repair instead of replacing, buy second-hand, recycle properly.



The world loses an estimated 10 million hectares of forest every year, significantly impacting biodiversity and climate stability. (An area roughly the size of Iceland or 30 football fields disappearing every minute). Deforestation destroys wildlife habitats, releases stored carbon, and disrupts weather and rainfall patterns.

How to help:

Use less paper, buy FSC-certified wood products, reduce meat consumption, support forest conservation groups.



Environmental value is created through everyday actions

Reducing energy and water use, cutting waste, choosing sustainable suppliers, supporting biodiversity initiatives and designing lower-carbon ways of working.

Individually and collectively, these actions add up to meaningful change.

Did you know: by choosing a more sustainable supplier, we can support fair wages and safe working conditions. Where we spend our money influences how people are treated globally.

Environmental value focuses on the lasting impact of our actions: on nature, communities and future generations. By reducing emissions, protecting ecosystems and using resources more responsibly, **we contribute to a healthier planet and a more sustainable future for all.**



MORSON
SUSTAINABLE



Morson Edge and Morson Vital reached a key sustainability milestone in 2025, with near-term targets officially validated by the Science Based Targets initiative. This achievement reflects a shared commitment to taking meaningful action on climate change and building a more sustainable future.

A Q4 highlight saw Morson Group volunteers roll up their sleeves for a volunteer day at Rainford Delph Farm, planting 1,446 hedgerows. It was a powerful example of people led leadership, teamwork, and sustainability in action.

TCO2e sequestered
434

Workadays Created
14

Trees Planted
1446

Species Planted
6

Hectres Covered
1



Social Value is about the positive impact we create beyond our core business. Where profit is measured in standard accounting terms, social value is measured in actions. It's the collaboration of an organisation with society to improve the community, economy and environment around it.

Social value demonstrates, in simple monetary terms, positive impacts within an organisation and across supply chains.

The work we do has reach and influence

With that comes responsibility. By embedding social value into how we operate, **we can help reduce inequality, improve access to opportunity and support long-term, sustainable employment.**

Did you know: when we create inclusive pathways into work, we help break cycles of disadvantage, not just for individuals, but for families and communities.



70%

of employees say they would not work for a company without a strong purpose. Purpose is no longer a 'nice to have', it's a talent attraction filter.

What can you do? Share real social value stories internally and externally.

89%

of executives believe strong purposes provides competitive advantage. Purpose led organisations are often more resilient because employees and stakeholders understand the bigger mission.

What can you do? Align KPIs with social and commercial outcomes

40%

of higher levels of workforce retention than their competitors when purpose driven. Retention isn't just about pay - it's about meaning. Higher retention means higher productivity, stronger team cohesion and more internal progression.

What can you do? Recognise and celebrate contribution. Involve employees in community or ESG initiatives.

Customers are **4 times more likely** to buy from a company with a strong purpose value.



It's all the ways we, as a business and as individuals, make a positive difference – to people, communities and the environment, through what we do every day.

This includes volunteering at a local charity or community project, supporting tree planting initiatives, working with social enterprises, providing mentoring or coaching or providing upskilling opportunities.

BUT HOW DOES THIS MAKE A DIFFERENCE?



Social value isn't about ticking boxes.

It's about the real, long-term impact our actions have on people, communities and the planet – *shaping a fairer, stronger and more sustainable future for everyone.*

For example, inclusive practices help people from all backgrounds access opportunity, schools and youth programmes inspire the next generation and help with skill shortages, charities and local groups have more resources for vital support.



Scan for more examples and what impact social value can have.

If you have any further suggestions on how else we can make an impact, please email:

sustainability@morson.com





MISSION CHRISTMAS
cash for kids

WHAT FUN
IS TO RIDE



We're proud to reflect on the meaningful impact our people have made in the communities we serve. From volunteering time and sharing expertise to supporting employment opportunities and bringing joy to thousands of children, these efforts demonstrate how **small actions collectively create lasting social value.**

Over 200 hours of volunteering across several initiatives including career events, expert volunteering and STEM workshops to name a few. We also **donated and supported 12 additional charities or community groups outside of our charity partners** including Cash for Kids, local parks, local food banks, poppy appeals and renovation projects.

400

Hours volunteered across career events, expert mentoring, STEM workshops, and more.

161

CVs submitted at one employment fair, leading to 4 job placements for ex-forces candidates.

600

Students engaged from autism specific schools in NSW.

5,000

Children supported with Christmas presents across Manchester.

12

Additional charities and community groups supported.



Delivering infrastructure. Creating opportunity. Changing futures.

In partnership with Balfour Beatty and CRSA, Morson Vital successfully delivered the installation of two rail tracks at HMP The Mount – while providing hands-on vocational training to eight prisoners.

Completed within just one week, the project combined technical excellence with meaningful social value, directly supporting rehabilitation and future employment pathways.

Working collaboratively with partners who supplied materials, our specialist team led the installation on site – embedding training directly into the live project.

Rather than separating theory from practice, participants were fully involved in the installation process – gaining genuine, real-world experience under professional supervision.

Our delivery model focused on:

- Efficient planning to meet programme deadlines
- Full compliance with prison security protocols
- Supervised, practical learning on a live worksite
- Ongoing mentoring and skills development



“ 10 out of 10 - nothing but positivity. The prison feels truly rehabilitative. ”

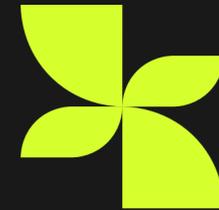
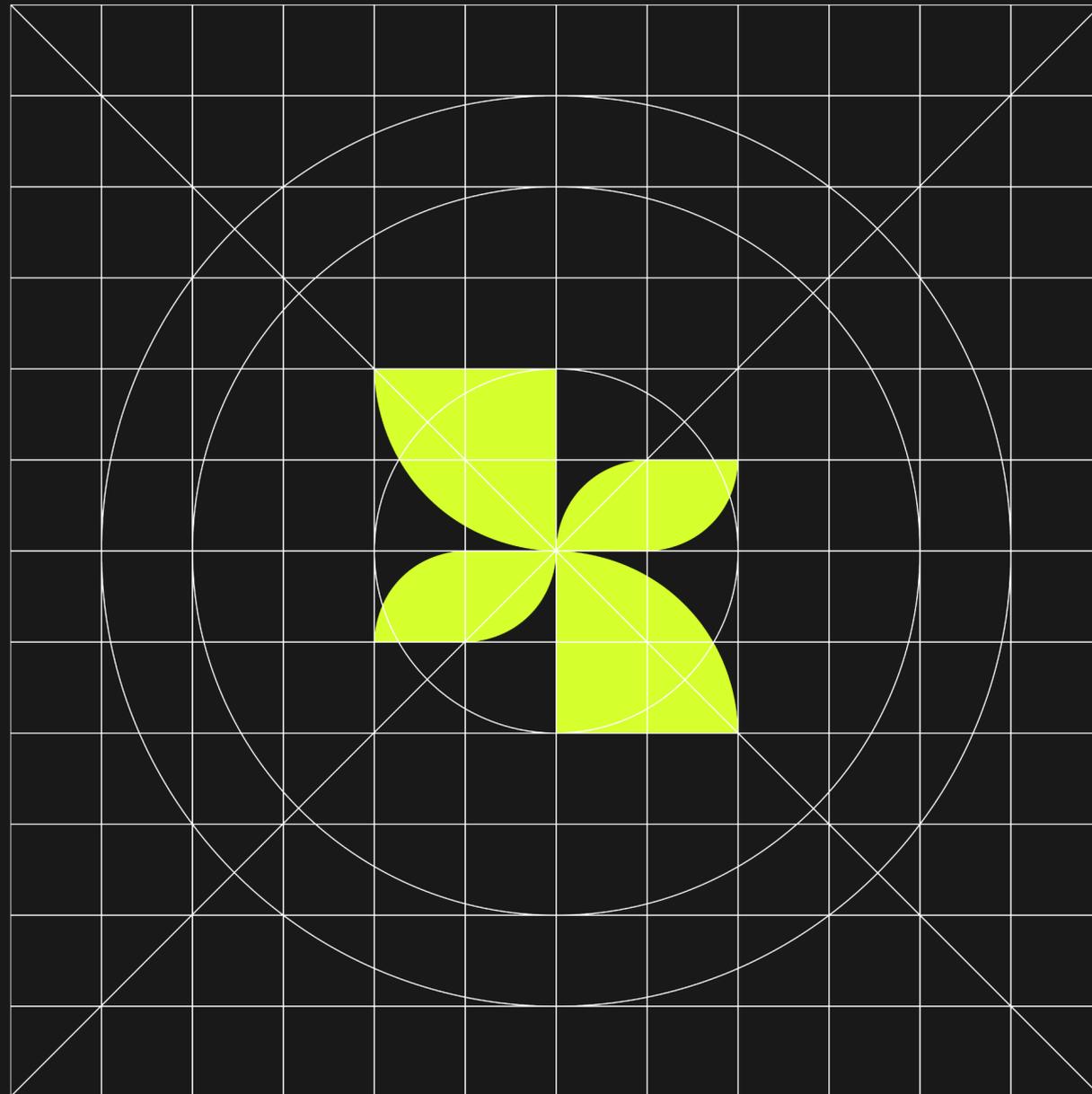
- Lord Timpson

This project at HMP The Mount demonstrates how technical delivery and social value can be successfully combined. By integrating vocational training into a live infrastructure project, we were able to meet the operational needs of the prison, equip prisoners with industry-relevant skills and create genuine employment opportunities post-release.

Through strong partnership working and a commitment to meaningful impact, **this project stands as a model for how infrastructure works can contribute to rehabilitation and positive social outcomes.**

A person wearing a blue and white striped shirt and light blue jeans is holding a white tote bag. The bag features the Sustainability Champions logo, which consists of a green four-leaf clover icon followed by the text "Sustainability" in a bold, sans-serif font and "CHAMPIONS" in a smaller, all-caps, sans-serif font below it. The background is a lush, green, out-of-focus natural setting.

 **Sustainability**
CHAMPIONS



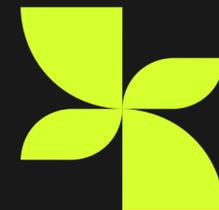
Powering Progress

We use this wind turbine shape as part of our mark to symbolise clean energy, innovation and progress. These are approaches we hold core to our values as sustainability champions. A motion powering the future.



Growing Renewal

We incorporate this leaf shape within our mark as a representation of what we aim to action and preserve in our efforts; nature & environment, growth & renewal, eco-friendliness, life & health and simplicity & harmony.



Championing Excellence

A flowly version of the classic trophy symbol representing achievement & excellence, softened to suggest progress rather than dominance, with a natural abstract approach to which we encourage for our champions.



Establishing Balance

These opposing shapes almost mirroring one another we use to show balance through our mark, representing fairness & equality, accountability & responsibility, trust & harmony and ethical decion making.

We replace the dot in the letter “i” only within the word sustain signifying our commitment to the presevation of natural environment.

Sustainability

CHAMPIONS

We use a section of the turbine to replace a section of the letter “y” in ability to represent that our innovative ability can challenge and change traditional approaches for the betterment of our future.

Our word is our legacy

It was important we communicated an intentional set of values through the fonts we use.

Bold Sans serif = Clarity, action and inclusivity

This says we are:

Direct and honest – no ornament, no fluff. Transparent and accountable.

Accessible and inclusive – easy to read across languages, screens, and abilities, which subtly signals “this is for everyone.”

Confident and impactful – bold weights feel assertive without being elitist, echoing advocacy, progress, and urgency around social issues.

Contemporary – forward-looking and engaged with present-day challenges, not stuck in tradition for tradition’s sake.

Modern slab serif = Trusting, creative and grounded

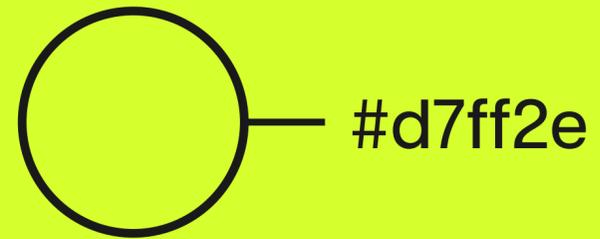
This says we are:

Stable and Reliable – heavier serifs feel grounded and solid, reinforcing trust and long term commitment.

Human and tactile – slabs often read “crafted,” hinting at materials, making, and labor rather than pure digital abstraction.

Ethical tradition, not nostalgia – modern slabs avoid the old-world baggage of classic serifs while still referencing care, history, and responsibility.

Fairness and balance – their even weight distribution can subconsciously suggest equity and structural integrity.



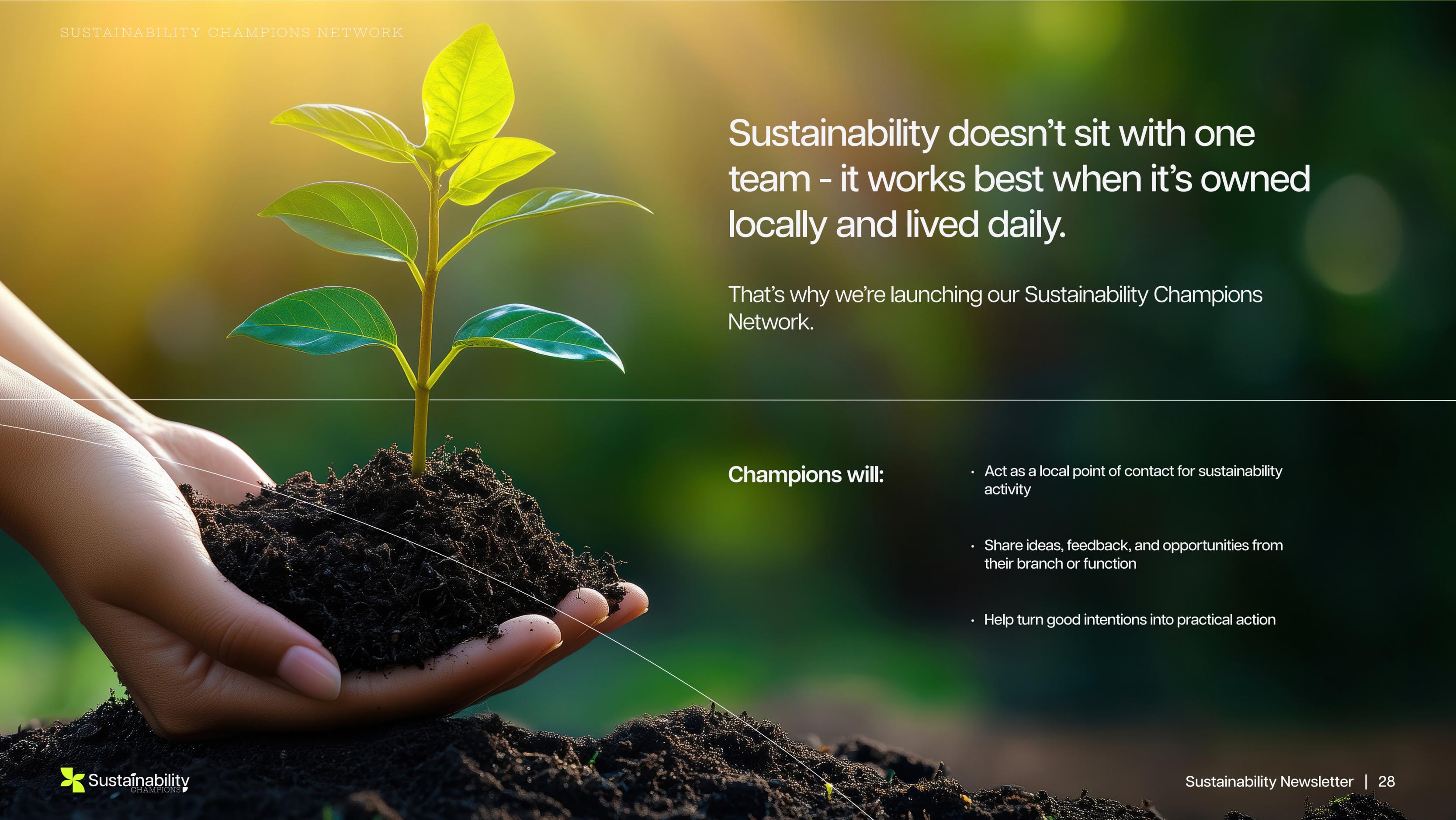
We selected this colour as visual communication. It conveys sustainability with a bite, the green undertone nods to traditional eco themes but it isn't soft or earthy, we want to be bold with our actions. We want to be confident, active and visible in our impact.

We celebrate our colour with pride, a fusion of our roots; sustainability and social value. The colour draws tones from our green approach fusing them with our caring mindset.

Championing a brighter tomorrow

Sustainability Champions exists to drive meaningful change by turning sustainability and social value into everyday action. Guided by our purpose of “championing a brighter tomorrow,” we empower organisations and communities to create positive impact for people, planet, and future generations. We believe progress happens when responsibility meets ambition—so we champion solutions that are practical, inclusive, and built to last.





Sustainability doesn't sit with one team - it works best when it's owned locally and lived daily.

That's why we're launching our Sustainability Champions Network.

Champions will:

- Act as a local point of contact for sustainability activity
- Share ideas, feedback, and opportunities from their branch or function
- Help turn good intentions into practical action

You don't need to be an expert - just passionate, curious, and willing to get involved.

Having champions across the Group helps us reflect different perspectives, locations, and challenges, making our approach more meaningful and effective.



If you would like to register to become a Sustainability Champion, please complete our registration form.

Deadline date - Monday 23rd March

If you have any questions about sustainability please contact sustainability@morson.com



Championing a brighter tomorrow.

If you have any questions or queries about sustainability or wish to learn about what we do please contact:

E: sustainability@morson.com

www.morson-group.com