



ESG STRATEGY

**Empowering Sustainable
Buildings for a Net Zero Future**

Our Mission is to maintain the beating pulse of every building

**www.solis-group.co.uk
0141 946 7760**

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Executive Summary

The built environment is at the forefront of climate challenge. With commercial buildings responsible for a significant share of global emissions, SOLIS Group is taking decisive action. Our Environmental, Social and Governance (ESG) Strategy sets the course for a resilient, low-carbon future, anchored in engineering excellence, operational integrity, and stakeholder value.

Our mission is to decarbonise commercial buildings, transforming them into high-performance, sustainable assets that support the wellbeing of occupants and the planet.

This strategy outlines three ESG pillars that reflect our values and operational realities:

1. Environmental Commitment
2. Social Responsibility
3. Governance & Forward Planning

Our commitments span electrification of our fleet, sustainable procurement, employee development, and community regeneration. We aim to be a catalyst for change, using our technical expertise to drive decarbonisation, digital innovation, and social equity across the building services sector.



Purpose, Vision and Values

Our Purpose: To decarbonise the built environment through sustainable engineering and Facilities Management.

Our Vision: To be the UK's most trusted partner in building performance, delivering ESG-aligned outcomes that benefit clients, communities, and the planet.

Our Values: Integrity: We consistently strive to do what is right. Our commitment to honesty, transparency, and doing what's best extends to our clients, customers and teammates.

Innovation: We continually challenge ourselves to explore new opportunities and better meet the needs of our team, customers, and company. When faced with obstacles, we embrace creativity, take calculated risks and find alternative ways to drive continuous improvement.

Collaboration: Collaboration forms the heart of our business. Recognising that our strength as a leader in Facilities Management comes from our trusted partnerships and dedicated employees, we prioritise working together. To innovate and grow, we believe in learning new techniques from one another, fostering an environment where collective progress is paramount.

Sustainability: SOLIS Group is unwaveringly committed to sustainability, reflected in our programs and initiatives. We actively engage with Energy Recovery Facilities and renewable sites like solar and wind power to reduce carbon emissions. Our policy on leftover materials is clear: Reuse, Repurpose, or Recycle, preventing materials from ending up in landfills and contributing to a more sustainable future.



SOLIS Group – Who we are

SOLIS Group combines expertise in design & build, maintenance, renovation, refurbishment, and repair of commercial buildings. At the heart of SOLIS Group's mission is our unwavering commitment to resolving a spectrum of challenges. We take pride in crafting innovative solutions, ensuring your operations remain uninterrupted. Whether acting as principal contractor, addressing issues during renovation projects or swiftly responding to emergency callouts, SOLIS Group delivers prompt and discreet services, allowing you to sustain your business with minimal disruption.

At SOLIS Group our business model principles focus on the four main pillars of management: people, processes, buildings and technology. This ethos has guided the development of our core service areas which are Facilities Management, Mechanical and Electrical solutions and Building Engineering services.

Our teams of first-class technicians are complemented by 24/7 project management teams, working in tandem to achieve exceptional results for your business. Our goal is to be your strategic partner, committed to ensuring smooth and successful operations within your organisation.

At SOLIS Group, sustainability is central to our Facilities Management operations. We implement a circular economy model, extending material lifespan and minimising harmful emissions. Emphasising Planned Preventive Maintenance keeps costs low while maximising product and material life. Going beyond, we actively repurpose materials, breathing new life into them. Our commitment to sustainability is a value we implement with a proactive approach, setting a standard for responsible Facilities Management.

Our circular model concentrates on redesigning and restructuring Product-Service-Systems from the bottom up to ensure future viability of business activities and market competitiveness. The model is based on supplying fully renewable, recyclable, or biodegradable resource inputs that sustain circular production and consumption systems.

Our Facility Management services offer our customers total peace of mind by providing a wraparound service to maintain all aspects of their business needs while constantly striving to lower emissions and carbon footprint. 80% of our carbon footprint comes from the things we all produce, consume, and dispose of; by implementing a circular economy here at SOLIS Group we are actively working towards zero waste.



ROADMAP



JAN
2022

FOUNDED

Marcus McNeilly & John McNeilly found SOLIS Group to launch the family business.



APR
2022

OPENS FIRST OFFICE

SOLIS Group opens our first office in Glasgow with a team of 3.



OCT
2022

APPRENTICE APPOINTED

SOLIS Group recruit our first apprentice Brodie McGregor.



MAR
2023

ISO 9001/ 45001

Successfully awarded ISO 9001/14001 and 45001 accreditations.



APR
2023

CHAS

Achieved certification for CHAS.



JAN
2024

TEAM OF 4 GROWS TO 9

Following recent contract awards, we expanded our team with the recruitment of a Compliance Manager, a Project Manager, and personnel for the GRREC site.



MAR
2025

NEW OFFICE MOVE

As a result of continued business expansion and workforce growth, larger office premises were required.



MAR
2025

BOARD OF DIRECTORS

APPOINTED

To support continued business growth, a Board of Directors was formally established.



SOLIS Group – Who we are

At SOLIS Group our business model is focused on delivering long-product life, supported by design for durability and repair. The solutions that we offer are to increase asset lifespan through principles such as durability, upgradability, service, warranties, reparability, and a non-consumerist approach.

Emphasising Planned Preventive Maintenance keeps costs low while maximising product and material lifespan. By offering Planned Preventive Maintenance to our customers, we help to reduce the constant need for renewing equipment and instead are prolonging the life of equipment that our customers already have thus helping them save money and reduce waste.

At SOLIS Group, safety is at the heart of everything we do. The well-being of our staff, clients, and the wider community is not only a moral obligation, but also fundamental to our success. A strong safety culture fosters trust, encourages retention, and attracts new talent to join us. As part of our ESG commitment, we strive to create an environment of empowerment and continuous learning, ensuring every individual has the knowledge and confidence to work safely. Creating and developing our own health, safety and well-being programme through our core health and safety values our Work Safe Stay Safe programme is designed to ensure we not only value our own safety but also take responsibility for the safety of others.

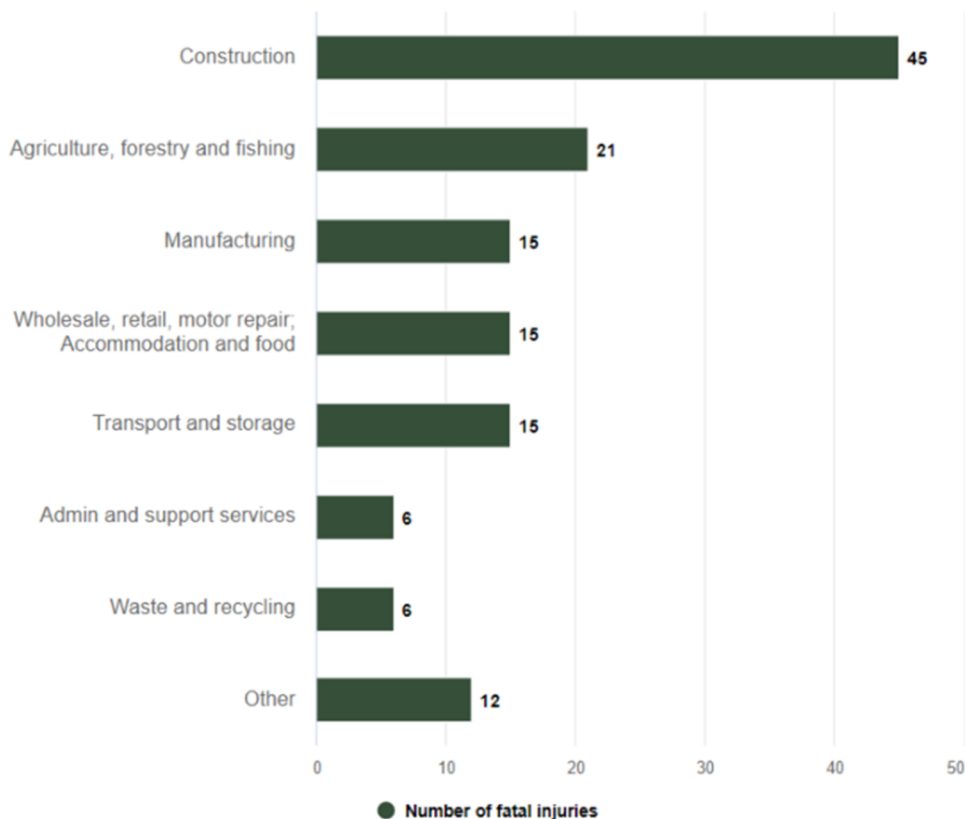
According to the latest Health and Safety Executive (HSE) data, the construction sector recorded 45 fatal injuries in 2022/23, marking a significant increase from 29 the previous year. Over the past five years, the sector has averaged 37 fatalities annually. Across all industries, 135 workers lost their lives during this period.

Construction remains the sector with the highest number of fatalities, followed by agriculture, forestry, and fishing (21), manufacturing (15), transport and storage (15), and wholesale, retail, and motor repair (15).



Fatal injuries to workers by main industry, 2022/23

The construction and agriculture, forestry and fishing sectors continue to account for the greatest number of workers killed in fatal accidents each year



▲ (Graph credit: HSE)



Our Team and Community

Our Work Safe, Stay Safe programme is still in its early stages, but it is designed to foster a strong safety culture within our organisation. Through this initiative, we aim to ensure that every team member is committed to health and safety, leads by example, and feels empowered to speak up whenever they witness something that isn't right. By building this foundation, we create a workplace where safety is second nature and accountability is embraced at every level.

Implementing our **Work Safe, Stay Safe** programme will enhance productivity, reduce costs, and strengthen trust across our organisation. By minimising workplace accidents, lowering associated expenses, and ensuring compliance with legal standards, this initiative will enable SOLIS Group to reap the full benefits of effective health and safety practices seamlessly and efficiently.



Our Talent

We are committed to ensuring that every new starter has a warm welcome and thorough induction, ensuring that everyone is trained to fulfil their role safely and competently. Our ESG strategy is a core part of our induction process, ensuring that every new colleague gains a clear understanding of the principles that guide our operations. We are committed to supporting the ongoing development of every colleague throughout their career at SOLIS Group. We conduct 1:1 performance review alongside mid-year and end-of-year appraisals to support continuous development and growth.

We are committed to strengthening our approach to talent development and retention by focusing on key priorities:

Identifying emerging talent within our organisation and providing the support needed for their growth.

Creating clear career pathways that empower individuals to design their own development plans aligned with their ambitions.

Implementing succession planning for critical roles to ensure the continuity and stability of our operations.

Advancing diversity and inclusion, striving for a workforce that reflects the communities we serve. This includes addressing gender pay equity as part of our broader strategy.



SOLIS Group EMI Scheme

1. Purpose

To outline the SOLIS Group's Enterprise Management Incentive (EMI) scheme, designed to:

- Attract, retain, and motivate employees.
- Align staff interests with company growth.
- Provide a tax-efficient employee incentive in line with HMRC requirements.

2. Scope

This scheme applies to selected employees of SOLIS Group, subject to:

- Eligibility criteria defined by HMRC.
- Board approval.
- Individual option agreements.

3. Eligibility

Employee must work 25+ hours per week or 75% of working time for SOLIS.
Cannot hold >30% of the company's share capital.

4. Grant of Options

Options are granted with a fixed exercise price (normally the HMRC-agreed market value).
Options last for up to 10 years.

5. Vesting & Conditions

Options may vest subject to:

- Time-based service (e.g., 3 years).
- Performance goals (e.g., project delivery, revenue targets).
- Exit events (e.g., company sale, listing).

6. Exercising Options

Once vested, employees may purchase shares at the exercise price.
Exercise is subject to company rules on shareholding and restrictions in the option agreement.

7. Tax Treatment

If the exercise price is set at market value, no Income Tax or NIC applies on exercise.
Gains on sale are normally subject to Capital Gains Tax (CGT), potentially reduced to 10% under Business Asset Disposal Relief (if conditions are met).

8. Governance & Responsibilities

Board of Directors: Approve grants, ensure scheme compliance.
HR: Manage employee communication and maintain records.
Finance/Company Secretary: Handle HMRC notifications (within 92 days), maintain the share register, and oversee EMI valuations.
Employees: Review option agreements, comply with scheme rules, and seek personal financial advice.

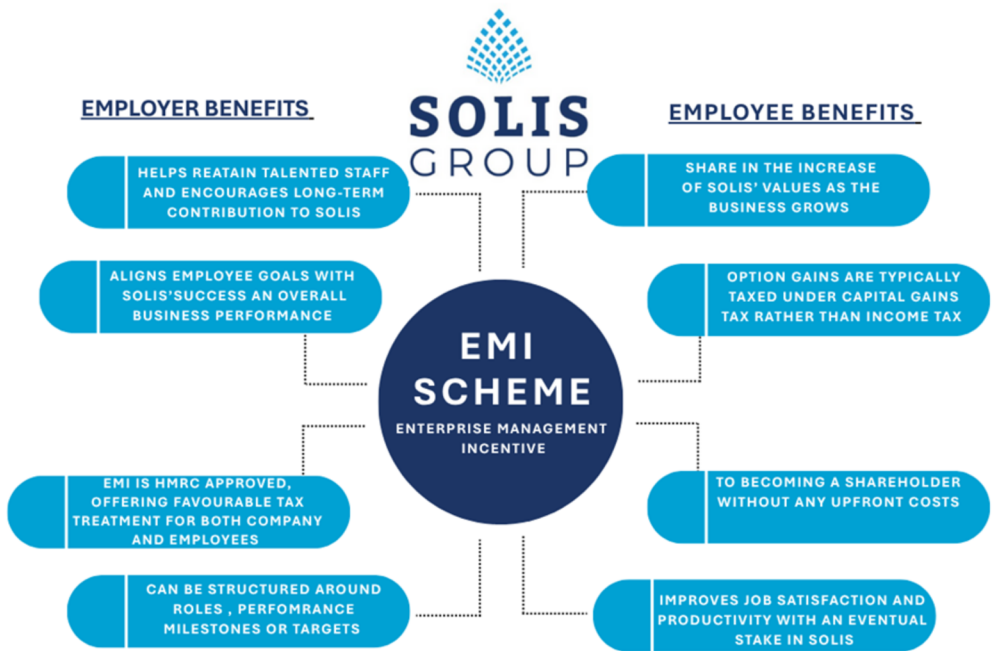


9. Communication

All participants will receive:
A copy of the EMI Scheme Policy.
Their personal Option Agreement.
Guidance notes explaining risks, benefits, and tax implications.

10. Review & Compliance

The scheme will be reviewed annually or after material company changes.
Compliance with HMRC EMI legislation is mandatory.
Any breaches may result in loss of EMI tax advantages.



**AT SOLIS, WE GROW TOGETHER, REWARDING PERFORMANCE, OWNERSHIP
AND SHARED SUCCESS**



Community

First Steps

SOLIS Group is proud to be driving real, measurable social value through our partnership with First Steps Future Training, a Glasgow-based charity supporting individuals facing barriers to employment. Since January 2024, we've provided five learners with paid 6-week placements, leading to full-time 40-hour contracts at the Viridor site we support in Glasgow. These placements not only offer employment but ongoing skill development and mentorship.

Learners gain hands-on experience in a live work environment after completing CSCS training and a Level 4 Health & Safety qualification through First Steps. In support of the circular economy, SOLIS Group donates surplus materials to First Steps' training centre, which learners creatively repurpose into planters for local nurseries and nursing homes.

This initiative is more than CSR it's a long-term investment in people, skills, which boosts community regeneration. It's a model we believe sets a new standard in delivering social value within the construction sector.

The project was established through a shared vision between SOLIS Group and First Steps Future Training to bridge the gap between training and sustainable employment in construction. Initial discussions focused on understanding First Steps' learner needs and identifying how SOLIS Group could create genuine employment pathways rather than short-term placements.

We worked closely with the charity's leadership and trainers to co-design a programme that aligned both with our operational needs and their training outcomes. This included defining learner expectations, setting up a mentoring structure, and ensuring placements offered real, hands-on experience at the Viridor site we support in Glasgow.

Buy-in was achieved across SOLIS Group through a combination of internal workshops, leadership endorsement, and visible commitment from our Managing Director, who championed the initiative as a core part of our social value strategy. Our site teams were actively involved in shaping how learners would be onboarded and mentored, which helped ensure a smooth and supportive environment for participants.

Externally, we built strong trust with First Steps by maintaining open communication, providing regular progress feedback, and supporting their wider community goals. The initiative also gained momentum by showcasing early success stories demonstrating how structured placements could lead to long-term employment and skills development.

This collaborative, hands-on approach has been key to delivering real outcomes and securing long-term commitment across all stakeholders. The programme is now embedded as a repeatable, scalable part of our recruitment and social value framework.



FARE

FARE Scotland are another local charity that we have worked in partnership with. FARE Scotland is a voluntary organisation working within disadvantaged communities throughout Central Scotland. FARE strive to raise people's aspirations, encourage them to become more involved in their communities, create opportunities for personal development and equip them with the skills required to deal with the demands of 21st century life. After reaching out via various social channels to find a new home for the left-over boardroom chairs, Karen from FARE responded. Karen explained that FARE is a charity that delivers employability courses to young people and parents and would be delighted to give the chairs a new home, if they were still available. Karen arranged for Nathan from FARE to come along and collect 25 of the boardroom chairs and transfer them to their lovely new home and help FARE increase the class numbers of their employability courses now that they had more chairs. FARE were delighted with the new chairs and so were the trainees.

Royston Youth Community Centre G21 2BS

During our dilapidation project for Viridor at Drumhead Road, which involved stripping out a warehouse a plasma TV was part of the items to be discarded due to the screen having a pixel issue at the very left-hand side of the screen which when in use was not overly noticeable. The TV was 52 inches so big enough for the pixelation not to affect the viewing on the TV. To find the TV a new home the first stop again was George and the team at First Steps as they work closely with so many other charities and a good home would be found for the TV. Straight away George collected the TV and delivered it to Royston Youth Action. The Royston Youth Action is committed to enabling the people of Royston to identify and meet their own needs through dialogue and self-help. As a community organisation the vision is to have a strong organisation that builds on its successes, supporting the development of individuals through a process of empowerment underpinned by education and experience. Sharon from Royston Youth Action was delighted with the new TV which arrived just in time for the after-school gaming activities and could not wait for the young people to see the new addition.

Gas Certification Company Limited

We recently completed an air conditioning installation that underscores our dedication to the circular economy. Although we usually focus on repairs, the parts for these particular systems were no longer available, and all efforts to source spares were unsuccessful. As a result, a complete system replacement was essential, especially for a premium retailer who could not afford any downtime with winter on the horizon. In line with our circular economy values, we donated the old units to Gas Certification Company Limited. This initiative provides future engineers with valuable hands-on experience, helping to prepare them for their careers and advance the industry.



1. Environmental Commitment

Electrification of Our Fleet

Transport is the largest source of emissions in the UK, contributing 34% to total carbon output. SOLIS Group is committed to achieving a fully electric **fleet by 2030** as part of our effort to combat climate change and decarbonise operations.

To enhance fuel efficiency in the interim, all technician vehicles are fitted with **driver efficiency monitors**. These encourage best practices such as using higher gears and maintaining consistent speeds, reducing emissions and lowering fuel costs.

Energy Efficiency in Offices and Sites

The recent energy crisis underscores the urgent need to transition away from fossil fuels. At SOLIS Group, we are:

Installing sensor-activated, low-energy lighting

Ensuring all appliances are switched off when not in use

Prioritising renewable energy procurement where feasible

Integrating Building Management Systems (BMS) to optimise HVAC and lighting, automatically adjusting fan and pump speeds using Variable Speed Drives (VSDs).

Monitoring energy usage through data-driven analytics to identify inefficiencies and inform operational or occupant behaviour changes.

Employing load shedding practices to switch off high-energy equipment during non-essential periods.

These changes support the UK's broader energy transition and reduce our operational carbon footprint.

Renewable Heating & Hot Water

SOLIS Group implements multiple renewable and energy-efficient heating technologies to reduce carbon emissions and operational costs:

- Solar Thermal Hot Water Systems – Pre-heat water using rooftop solar panels, reducing the workload on main heating systems.
- Air Source & Ground Source Heat Pumps (ASHP/GSHP) – Extract renewable heat from air or ground for space heating, cooling, and hot water applications.
- Biomass Boilers – Burn sustainable fuel sources such as wood pellets to provide central heating and hot water.
- Combined Heat & Power (CHP) Units – Generate electricity on-site while recovering heat from combustion processes.
- Refrigeration & Flue Gas Heat Reclaim – Capture and reuse waste heat from refrigeration condensers or flue gases to reduce energy consumption.
- Heat Recovery Ventilation (HRV) – Reclaim heat from extracted air to pre-warm incoming fresh air, lowering HVAC energy demand.
- DX Systems (Split & VRV/VRF) – Efficiently provide heating and cooling through reversible refrigerant cycles.



Water Conservation

In the UK, the average person uses **142 litres of water per day**, with a third often wasted. SOLIS Group is committed to reducing office water consumption through:

- Fixing leaks and turning taps off when not in use
- Filling kettles only as needed
- Capturing and reusing **rainwater for vehicle washing**

These small behavioural changes support the UK's **Water Efficiency Strategy 2030**, which emphasises demand reduction, water reuse, and leakage prevention.

Waste Reduction & Circular Economy Expansion

Waste minimisation is achieved on large scale jobs by introducing site waste management plans.

- Use off-site prefabrication where possible to reduce excess cutting and transport waste
- Partner with waste management providers to track and reuse, recycling and landfill diversion rates
- Encourage use of recyclable or returnable pallets and crates
- Zero waste goals for landfill free operations by repurposing and reducing waste streams
- Circular procurement policy
- Offer recycled or reclaimed materials from all projects
- Sustainability criteria included in all vendor tenders and contracts
- Internal inventory for surplus materials that can be used on future jobs
- Donate offcuts and usable waste to community projects or training colleges

Climate Resilience and Adaptation

Utilising the UKCP18 (UK Climate Project) to model medium- and long-term risks of climate change.

- Conduct site specific climate risk assessments across operational sites
- Integrate this data into our business continuity planning and evaluations

Sustainable Supply Chains

We are introducing suppliers who can demonstrate:

- Low-carbon operations
- Reduced water usage
- Minimised waste and sustainable packaging
- Preference for reusable and recyclable materials

This responsible sourcing approach ensures we extend our environmental values across our supply chain.



ESG Innovation & Technology

Sustainable technology and innovation could help drive efficiency and industry leadership

- AI-driven analytics to optimise logistics and sustainability reporting
- Innovating services with sustainability at their core
- Ensuring ethical sourcing, tracking emissions and verifying ESG claims

Digitalisation & Circular Practices

We are on track to fully digitalise our operations by 2026, eliminating the need for paper-based systems. Digital invoices, reports, and communications are already in use to reduce environmental impact.

Beyond emission reduction, SOLIS Group promotes a climate-positive strategy removing more carbon from the atmosphere than we produce. We support this by:

- Sourcing locally
- Supporting regional economies
- Increasing supply chain resilience
- Embracing circular economy principles on all projects

Biodiversity & Ecosystem Support

We recognise that climate action is inseparable from the protection and restoration of biodiversity and natural ecosystems. While we work primarily in construction and infrastructure, our operations can and must contribute positively to the natural environment.

- Installing living walls on suitable sites
- Sustainable land use practices exploring responsible development plans for our new office



2. Social Responsibility

Empowered, Engaged Employees

We foster a culture of **empowerment and continuous learning**. Employees are encouraged to:

- Develop their roles and skills through external training, webinars, and networking
- Share ideas and updates in **monthly team meetings**, where we collaboratively refine processes and propose new initiatives
- Support employee engagement and well-being with support networks and mental health initiatives
- Create and develop our health, safety and well-being programme to help us continually improve
- This culture supports job satisfaction, professional growth, and organisational resilience.

Community Partnership: First Steps Future Training

SOLIS Group is proud to partner with **First Steps Future Training**, a Glasgow-based charity that provides job and apprenticeship opportunities in construction to young people facing employment barriers.

Through this collaboration, trainees gain hands-on skills such as joinery, painting, and bricklaying while also learning workplace discipline and Health & Safety practices.

This initiative reflects our belief in giving back to the community and creating pathways into the workforce for underrepresented groups.



3. Governance & Forward Planning

Transparent Reporting & Strategy Alignment

SOLIS Group is preparing its **first ESG White Paper**, to be published in September 2026. This report will provide transparency on our ESG goals, actions, and measurable progress. We aim to align with UK government strategies and international frameworks, including:

- The UK's **Water Efficiency Strategy 2030**
 - Renewable energy transition targets
 - Carbon neutrality and circular economy principles
- By embedding ESG accountability into leadership and operations, we ensure our sustainability ambitions translate into real, lasting change.

Our Pledge

Sustainability isn't just a target it's a mindset. From climate-positive operations to inclusive employment practices and responsible governance, **SOLIS Group is committed to building a better future** for our business, our communities, and the planet.



Priority Level	ESG Topic	Details
High-High	Fleet Electrification & Emissions Reduction	Fully electric fleet by 2030, driver efficiency
High-High	Digitalisation & Paperless Operations	Reduced printing and communication waste
High-High	Sustainable Supply Chain	Preference for low-carbon, low-waste,
High-High	Community Engagement & Job	Partnership with First Steps Future Training
High-High	Energy Efficiency & Renewable Energy	Appliance shutdown, renewable sourcing
High-High	ESG Transparency & Reporting	ESG white paper release in Sept 2026;
High-Medium	Water Conservation	Rainwater reuse, water-saving habits,
High-Medium	Employee Training & Empowerment	Learning culture, seminars, role
High-Medium	Local Sourcing & Circular Economy	Reduce logistics emissions, support
Medium-Medium	Governance & Ethics	Internal accountability, future policies
Medium-Medium	Climate-Positive Commitment	Beyond Net Zero, aiming for net negative
Medium-Low	Waste Management	Reduce landfill, encourage recycling
Medium-Low	Cybersecurity & Data Privacy	Not currently a critical issue but increasing in
Low-Low	Biodiversity Impact	Less material due to operational nature,





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