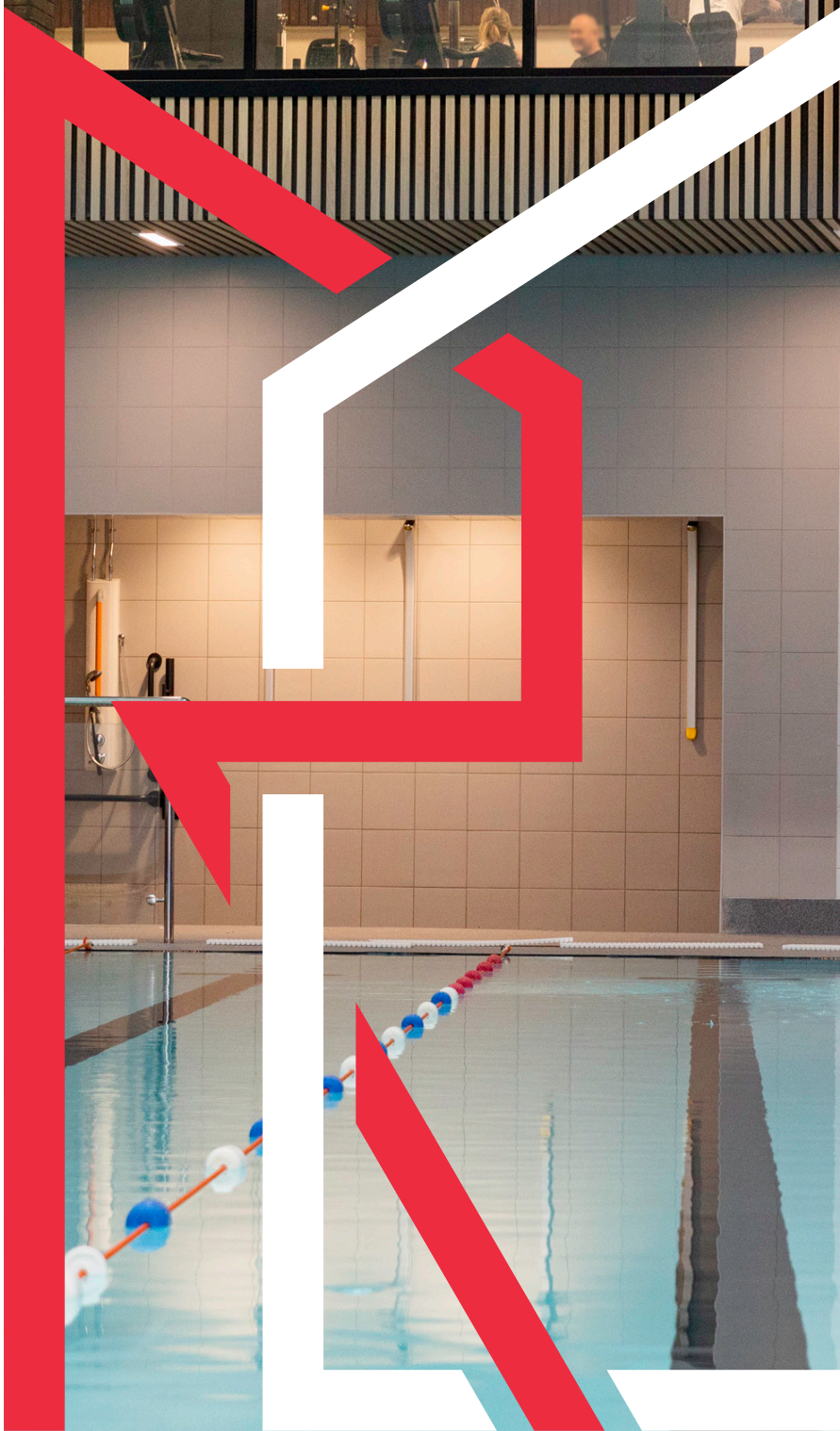


SUPPLY CHAIN Update

4TH EDITION



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Welcome

We recognise the vital contribution our subcontractors and suppliers make to every project we deliver. Your expertise, reliability, and commitment underpin our shared success, and we are proud to work alongside such a strong network of partners. As clients continue to place greater emphasis on Environmental, Social and Governance (ESG) performance, we remain committed to working closely with our supply chain partners to deliver sustainable, responsible and value-driven outcomes for the communities we serve. This newsletter is designed to keep you up to date with what's happening across Read, from industry insights and company updates to highlights from our projects. It's also a space for you, whether that's sharing feedback, asking questions, or celebrating achievements from across our supply chain.

Thank you for being an essential part of our journey. We look forward to strengthening our partnership with you.



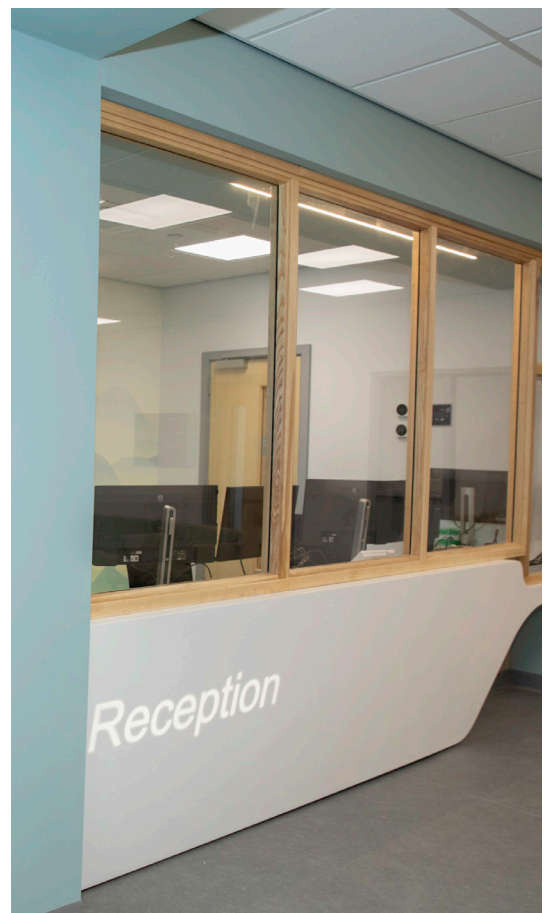
Northgate Arena, Chester

SUBCONTRACTOR PERFORMANCE KPI'S – YEAR 2 UPDATE

As we move into the second year of our Subcontractor Performance KPI programme, we are pleased to see the positive impact it is already having across our projects. The framework has helped improve visibility of performance, strengthen accountability, and support more consistent delivery standards across our supply chain.

Following a full year of embedding the process, we have taken the opportunity to review and refine the scoring system. As part of this, the scoring threshold (or "bar") has recently been raised. This change is intended to further drive performance improvements, encourage continuous development, and ensure we consistently meet the high standards expected across all Read projects. The revised benchmarks better reflect current expectations in areas such as Health & Safety, quality, reliability, and collaboration. Where needed, we will continue to work closely with subcontractors through constructive feedback and action planning, maintaining our collaborative approach to achieving better outcomes.

Looking ahead, the KPI framework will continue to evolve. In line with our ESG strategy, future KPI assessments will include measures relating to environmental performance, social value delivery, workforce wellbeing, and responsible business practices.. These factors are becoming increasingly important in how projects are delivered and assessed, and their inclusion will ensure that our supply chain partners are aligned with our broader sustainability and community impact goals.



Urgent Response Centre, Countess of Chester Hospital

Health and Safety

ESG FOCUS: SOCIAL VALUE & WELLBEING

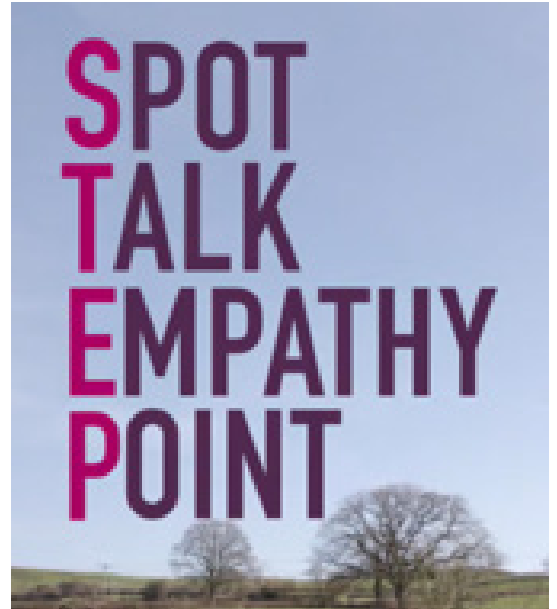
We're supporting a new campaign launched by NHS Wales and CITB, called First Step. Please help us open the door for more conversations about mental health. The following are simple steps we can all take:

SPOT: Look for signs that someone is struggling, for example heavy drinking, drug use, money problems, relationship or health issues. Maybe their personality seems different.

TALK: Ask them how they're doing. Just get the ball rolling so they feel comfortable to open up and share some of their problems or concerns. It's OK to ask, and it's OK to talk.

EMPATHY: Once they're talking, make sure you listen. You don't need any clever advice, and you don't need to try and fix the problem.

POINT: Show them the options for further professional support. They're all available on site posters, including the NHS/CITB poster.



HSE SITE INSPECTION

The Peace Centre project to develop a new SEN school in Warrington was visited by the HSE in June. Key discussion points were: face fit testing, health surveillance arrangements, working at height (including LOLER certificates of MEWPs), manual handling (including use of mechanical aids), dust control with vacuums and water, traffic and pedestrian management and cleanliness of site accommodation. Time was taken to speak directly with subcontractors on site as well, not just with Read's Site Manager.

A subcontractor joiner was observed working on site during the visit, and whilst they were using dust extraction and wearing all recommended PPE, the inspectors noticed the joiner wasn't clean shaven. The inspectors will be writing to the joiner directly regarding the issue.

ESG in Action

HVO & CARBON REDUCTION

In the previous newsletter we wrote about the efforts being made to reduce our carbon footprint. A key example is how all Read site plant now run on HVO (hydrotreated vegetable oil) instead of diesel. Any existing diesel engine can be converted to run on HVO, instantly reducing your greenhouse gas emissions by around 90%. HVO prices have also remained stable during the recent increase in fuel prices. We're now encouraging any plant used on our sites by subcontractors to be run on alternative fuel as well, such as HVO or electric.

We'd like to reiterate the message from our last newsletter, which highlighted the growing need for everyone to start measuring their carbon emissions. We're encouraged to see several of our partners starting to work with support organisations to develop carbon reduction plans, and we're looking forward to working with them given their shared commitment to ESG and sustainability.

As public sector clients continue to strengthen ESG requirements within procurement processes, having a clear understanding of your carbon footprint and a credible Carbon Reduction Plan is becoming increasingly important. Demonstrating environmental performance can help organisations remain competitive and aligned with client expectations.

Business Wales is the Welsh Government's FREE support service for Welsh SMEs. They have a team of advisers to support businesses in completing The Green Growth Pledge, which is a simple and effective tool for businesses to showcase their sustainability commitments, and calculating carbon emissions to produce Carbon Reduction Plans in line with the Welsh Procurement Policy.

Since the introduction of new Procurement Acts in 2023/24, local authorities and health boards are increasingly asking for carbon reduction plans when appointing contractors. If part of your business includes working directly for these clients, are you prepared for what they need?

EMBODIED CARBON - YSGOL BONTNEWYDD

The project to build a new primary school in Bontnewydd, near Caernarfon, has now started. The first phase will include the careful deconstruction of one existing school building, with many of the materials already planned to be reused in the new school. The new school will also be reusing a large amount of materials which were put into storage following the recent deconstruction of a primary school in Bangor (replaced by Ysgol Ein Harglwyddes).

Ysgol Bontnewydd will be an exemplar project, having secured its funding by putting sustainability as a key design consideration. We have investigated several innovative designs to make the most of materials and meet a challenging embodied carbon target set by Welsh Government. Embodied carbon is the footprint of the materials used in the building, including the manufacture and transport to the site.

The project will now include tracking all materials from the demolition through to its next reuse or recycling, and strict management of new materials brought to site.

ESG Focus: Environmental

Ysgol Bontnewydd demonstrates how sustainable design, material reuse and embodied carbon reduction can be embedded throughout a project lifecycle. By tracking materials and maximising reuse opportunities, the project supports circular economy principles while reducing environmental impact.



Sharing Success, Shaping What's Next

YOUR VOICE MATTERS

At Read, we recognise that our supply chain is more than a network of suppliers, it's a community of partners who play a vital role in delivering quality, innovation, and service to our customers. Whether you've worked with us for years or are newer to the Read family, your experience and insight are essential in helping us grow stronger together.

We want to hear from you - we've created a short, anonymous survey to better understand:

- How you feel about working with Read
- Where we are meeting expectations, and where we can do better
- How supported and valued you feel as part of our wider team
- What we can do to strengthen our partnership moving forward

Your feedback will directly shape how we evolve our processes, communication, and supplier engagement strategies. The survey is completely anonymous, so you can share your views openly and confidently. We genuinely want constructive feedback, even if it's challenging because it helps us improve.

To complete the survey, please [CLICK HERE](#).

AWARD SUCCESS - YSGOL CROES ATTI

Earlier this month, we were named winners in the Delivering Value category at the Constructing Excellence in Wales Awards for our work at Ysgol Croes Atti.

This award recognises projects that go beyond cost alone, focusing on achieving meaningful social, environmental and economic outcomes. It celebrates a value-led approach from the outset - working closely with stakeholders to define what success looks like and embedding those priorities throughout delivery.

Our submission demonstrated how we considered value in the round, aligning decisions to deliver long-term benefits and empowering both the project team and supply chain to play an active role in achieving these outcomes. This approach ensured that value was not simply an objective, but a consistent driver across design, construction and handover.

This recognition reflects a true team effort, and we would like to thank all members of the supply chain who contributed to the success of the project. Your collaboration, expertise and commitment were key to delivering the measurable outcomes that underpinned this win.

We now look ahead to representing Wales at the Constructing Excellence National Awards, where we will be competing against the very best projects from across the UK. Congratulations to everyone involved in achieving this recognition.

