



MAGNUM CONSTRUCTION SERVICES INC.

SUSTAINABILITY & ESG REPORT

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1. EXECUTIVE SUMMARY

Magnum Construction Services Inc. (MCS) is committed to delivering world-class construction solutions with integrity, environmental responsibility, and social value. Our sustainability framework is built on three pillars — **Environmental Stewardship, Social Responsibility, and Governance Excellence (ESG)** — each integrated into our daily operations, decision-making, and corporate culture.

Our goal:

To build a future where progress and sustainability are inseparable — balancing economic performance with environmental protection and community well-being.

2. ESG FRAMEWORK

Magnum's ESG strategy aligns with:

- **Global Reporting Initiative (GRI) Standards**
 - **Sustainability Accounting Standards Board (SASB) – Engineering & Construction Sector**
 - **United Nations Sustainable Development Goals (SDGs)**
 - **ISO 14001:2015, ISO 45001:2018, and ISO 26000:2010**
 - **U.S. EPA, OSHA, and DOE sustainability guidelines**
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3. ESG GOVERNANCE STRUCTURE

Role	Responsibility
Executive Director / CEO	Oversees sustainability strategy and public reporting.
Corporate ESG Committee	Cross-functional team managing data collection, audits, and KPIs.
Environmental Manager	Leads environmental compliance and resource efficiency initiatives.
HR & Community Relations Director	Implements workforce, DEI, and social impact programs.
Quality & EHS Director	Integrates ESG targets into project execution plans.

4. ENVIRONMENTAL PERFORMANCE

4.1 Carbon & Energy

Metric	2024 Baseline	2025 Target	Status
Scope 1 & 2 CO ₂ Emissions	640 tons	↓ by 10%	On Track
Renewable Energy Usage	15%	25%	In Progress
Fleet Efficiency (mpg)	8.2	9.0	On Track

4.2 Waste & Resource Management

Metric	2024 Baseline	2025 Target	Status
Waste Diversion Rate	68%	≥80%	Achieved on Major Projects
Recycled Concrete & Steel Use	35%	50%	Expanding Vendor Program
Water Usage per Project (gal/sf)	0.95	0.80	On Track



4.3 Environmental Initiatives

- **Construction Waste Recycling** at all sites via certified haulers.
- **Low-Emission Equipment Procurement Policy** implemented in 2025.
- **Stormwater Pollution Prevention Plans (SWPPP)** audited quarterly.
- Partnering with suppliers on **VOC-free materials** and **green concrete additives**.

5. SOCIAL PERFORMANCE

5.1 Workforce Development

Metric	2024	2025 Target
Employee Training Hours (avg/yr)	36	≥ 40
Apprenticeships / Internships	22	≥ 30
Safety Training Compliance	100%	Maintain 100%

5.2 Health & Safety

- **Total Recordable Incident Rate (TRIR):** 0.42 (target ≤ 0.50)
- **Lost-Time Injuries (LTI):** 0 (Zero Harm achieved in 2024–2025)
- **Behavior-Based Safety Program** expanded across all field sites.

5.3 Diversity, Equity & Inclusion (DEI)

Category	Current Status (2025)
Female Employees	18% (↑ from 12% in 2023)
Minority Employees	38%
Women in Leadership	21%
Subcontractor Diversity Spend	28% (Small & Minority-Owned Firms)



5.4 Community Engagement

- Annual **“Build for Better” Volunteer Week** supporting local shelters and schools.
- Donated **\$150,000** in 2024–2025 to disaster relief and youth technical training.
- Partnerships with local **STEM programs** to inspire construction careers.

6. GOVERNANCE & ETHICS

6.1 Integrity Framework

- **Code of Ethics & Business Conduct (MCS-CORP-02)** governs all employees and partners.
- **Anti-Corruption Policy (MCS-CORP-04 Section 5)** enforces zero tolerance for bribery.
- **Whistleblower Hotline** active 24/7 for confidential reporting.

6.2 Transparency & Compliance

- All financial and ESG data externally reviewed for accuracy.
- Quarterly compliance audits conducted by the **Corporate Governance Committee**.
- Full alignment with **U.S. FCPA, SOX, and SEC ESG disclosure guidance**.

6.3 Risk Management Integration

- ESG risks tracked in **Corporate Risk Register (MCS-CORP-06)**.
- Scenario planning for climate, supply-chain, and regulatory risks reviewed annually.

7. ESG PERFORMANCE DASHBOARD (FY2025)

Pillar	KPI	Target	Result	Status
Environment	Carbon Reduction	10%	8%	In Progress
	Waste Diversion	≥80%	82%	Achieved



Pillar	KPI	Target	Result	Status
Social	TRIR	≤0.50	0.42	Achieved
	Local Hire Rate	≥30%	33%	Achieved
Governance	Ethics Training Completion	100%	100%	Achieved
	Supply Chain ESG Screening	100%	87%	Ongoing

8. SUSTAINABILITY ROADMAP (2026–2030)

Goal	Target Year	Milestone
Net-Zero Scope 1 & 2 Emissions	2030	Electrify vehicle fleet & renewable procurement
LEED Certification on All Major Projects	2027	Require green design criteria
Zero Waste to Landfill	2028	Closed-loop materials program
50% Women & Minority Workforce	2030	Diversity hiring & leadership initiative
Annual ESG Disclosure Audited by 3rd Party	2026	Independent ESG assurance partner

9. REPORTING & TRANSPARENCY

- ESG data validated by **Corporate Quality & ESG Committee** before publication.
- Annual report available to stakeholders and clients upon request.
- Metrics included in **Management Review (MCS-CORP-09)** and **KPI Plan (MCS-CORP-07)**.
- Performance highlights shared publicly via the corporate website and investor briefings.



10. APPROVAL SIGNATURES

Approved By	Title	Signature	Date
Michael Gaya	Executive Director / CEO	_____	_____
Anthony Magadino	President / Managing Partner	_____	_____
Corporate ESG Director		_____	_____
