

Corporate Responsibility Policy

Our policy reflects our core values and how we apply these in our actions and behaviours. It will enable us to be a company that people want to work for, partner with and welcome into their communities.

SHAREHOLDERS

We will create a **performance-driven** business that recognises responsible business practices and improves relationships and results.

WE WILL ACHIEVE THIS BY:

- Measuring our performance and openly report on our progress
- Adopting best practice in Corporate Governance
- Managing all risks which may affect our business
- Complying with legislative and regulatory requirements
- Building relationships based on fairness, quality and integrity

PEOPLE

We will **respect** their views, provide a safe and healthy working environment and conduct business with integrity

WE WILL ACHIEVE THIS BY:

- Investing and developing the skills and capabilities of our employees
- Understanding the needs of our people by consulting on a regular basis and acting on what we hear
- Remunerating our employees fairly
- Valuing the diversity of our people
- Complying with all relevant employment and Health & Safety legislation and standards

CUSTOMERS

We will listen to their views, deliver value beyond their expectations and remain **agile** to respond to market needs and competitive pressures.

WE WILL ACHIEVE THIS BY:

- Exceeding our customers expectations and meeting the challenges placed on us to deliver against our contracts
- Placing safety at the heart of our business and customer objectives
- Respecting diversity and considering the needs of users with special needs
- Forging deep and long term relationships with our customers
- Establishing a delivery model which seamlessly knits together design, procurement and construction

COMMUNITY

We will continue to support the communities in which we work and seek to behave with **integrity** through engaging in consultation and contributing to the economic and social well being of that area.

WE WILL ACHIEVE THIS BY:

- Actively encouraging participation in community projects
- Supporting local businesses and the economies in which we work
- Operating in a way which does not affect the safety of those around us
- Working in partnership with councils, planning authorities and regulatory bodies
- Respecting the diversity of communities in which we operate and being sensitive to local needs

ENVIRONMENT

We will seek to develop **intelligent** solutions to ensure continuous improvement in our environmental performance.

WE WILL ACHIEVE THIS BY:

- Participating fully in the Government's commitment towards sustainable development
- Complying with relevant environmental legislation and standards
- Encouraging the efficient use of resources and reduce emission of carbon dioxide wherever we can
- Seeking alternative solutions which encourage more sustainable construction and more efficient waste management techniques

SUPPLIERS

We will work as an **integrated** team with our supply chain to provide safe and healthy working environments and pursue best practice.

WE WILL ACHIEVE THIS BY:

- Providing safe and healthy working conditions for everyone working with us
- Working in partnership with our suppliers to ensure we are at the leading edge of construction techniques and products
- Seeking the views of suppliers and acting upon what we hear
- Engaging our suppliers in our standards and policies
- Managing our supply chain better to increase efficiencies, reduce waste and enhance profitability

This policy is fully endorsed by the Directors and will be made publicly available. It will be periodically reviewed to ensure its continuing suitability and that it remains appropriate to the purpose of the organisation.