



CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

Our aim is to be a sustainable business that balances purpose with profit. In making decisions, we take into account the impacts on our employees, customers, suppliers, communities and the environment, while at the same time seeking to maintain financial stability and profitability.

To achieve this balancing act requires the responsible management of the three recognised pillars of corporate social responsibility - social, environmental and economic - or equivalently, people, planet, profit.

Our priorities are:

PEOPLE:

- Inclusive and diverse workplaces with just treatment for all.
- The ongoing safety, health and well-being of our people, supply chain and customers.
- The right skills, knowledge, behaviour, culture and workplaces for our people to reach their full potential.
- Positive engagement with and valid social value outcomes for our project communities.

PLANET:

- A credible pathway to net zero that measures and discloses emissions and sets a science-based target.
- Alternatives to our most significant sources of emissions that have the biggest potential for reduction.
- Positive, long-lasting impacts on nature and biodiversity.
- Sustainable workplaces that include reduction targets for energy, water, waste, plastic and travel.

PROFIT:

- Respond to society's changing expectations and generate resilience for our business.
- Understand how our customers define success and build enduring relationships.
- Execute effective risk, programme, quality, value and cost management strategies.
- Develop diverse supply chains including start-ups, SMEs and VCSEs.

This statement is implemented through our integrated management system, which is compliant with ISO 45001: 2018 (Health and Safety), ISO 14001:2015 (Environment) and ISO 9001:2015 (Quality). We provide practical guidance and support through our guiding principles, 'Right Works' code of practice for successful project management, 'Everyone' - our diversity and inclusion programme, guidelines for social value in project delivery and our climate action strategy, 'Goal 13'.

Our priorities will be achieved as a result of the proactive behaviour of our leadership team, the actions of our people, our supply chain and our customers, and by embedding responsibility through our culture.

This policy statement is communicated to our people and other stakeholders and is available on our website.

KEVIN VALENTINE | MANAGING DIRECTOR
JUNE 2021

