

Corporate Responsibility Policy

Corporate Responsibility (CR) covers all our efforts to make a positive contribution to our clients, partners and suppliers, to the communities in which we work, to the lives of our own people, and to the environment. We have number of policies that complement our CR policy including our policies on health and safety, quality, the environmental, equal opportunities and our general business ethics.

Our CR policy addresses key areas of responsibility:

- To create **positive working environments** where our people are happy and motivated to be the best they can be
- To undertake **business fairly and with integrity**
- To **contribute positively to the communities** in which we work
- To **protect the environment**

Our people

Our success as a company depends on the commitment of our people and on the support that we give them. We continue to:

- Provide learning and development support
- Improve the well-being of our staff and encourage work/life balance
- Support equality and diversity
- Maintain our Investors in People accreditation

Our business

We are committed to acting honestly and fairly in all our dealings with our clients, suppliers and partners. We continue to:

- Improve client feedback results
- Promote anti-bribery and corruption
- Celebrate success and recognise excellence

Our communities

We are committed to ensuring that the impact we have on the communities where we live and work is as positive as possible. We continue to:

- Support a nominated charity of the year
- Increase participation in staff volunteering
- Increase the number of pro bono services for community projects

Our environment

We understand the environmental impacts the construction industry has on our world and we are fully committed to promoting sustainable designs and to manage our own workplaces as sustainably as possible. We continue to:

- Positively influence our clients and suppliers to improve the sustainability of their projects, estates and operations
- Raise awareness of environmental issues amongst our people
- Reduce our own waste, water consumption and CO2 emissions and increase recycling
- Measure the environmental performance of our suppliers