

## Corporate Responsibility Policy (CR)

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 people, and the environment. We have several policies that complement our CR policy, including health and safety, quality, environmental, equal opportunities and our general business ethics. Our CR policy addresses the following areas of responsibility:

- ❖ To create positive working environments where 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 are committed to:

- ❖ Provide learning and development support
- ❖ Improve the wellbeing of our staff and encourage work/life balance
- ❖ Support equality and diversity
- ❖ Maintaining 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
- ❖ 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. We are fully committed to promoting sustainable designs and to manage our workplaces as sustainably as possible. We are committed to:

- ❖ Positively influencing our clients to improve the sustainability of projects, estates and operations
- ❖ Raising awareness of environmental issues amongst our people
- ❖ Reducing our waste, water consumption, CO2 emissions and increase recycling