



Social responsibility

Commitment

- The Group is committed to promoting a strong culture of social responsibility, encompassing ethical values, community responsibility, sustainability, environmental protection, prudent use of natural resources, economic advancement and employment.
- We support the increasing emphasis placed by our clients on social responsibility to ensure our services and operations make a positive contribution to all stakeholders.
- The United Nations' Sustainable Development Goals are at the heart of our business and we recognise our role in tackling the world's biggest challenges.
- We aim to deliver long-term sustainable outcomes for our clients, aligned to their goals.
- We aim to procure products and services from suppliers whose social responsibility policies and strategies are aligned with our own.
- Our annual business plans include social responsibility objectives and actions.
- Staff are encouraged to play active roles in the local community and in their profession.
- We aim to recruit staff from a range of backgrounds to encourage a diverse workforce.

Responsibility

- An Executive Board director is responsible for promoting and monitoring the Social Responsibility Policy.
- All staff are aware of, and share in, our commitment to promoting social responsibility. Everyone needs to be mindful of the impact of their actions on colleagues, clients and society as a whole.
- All staff understand the contribution our work makes to meeting the United Nations' Sustainable Development Goals.

Approach

- We aim to ensure that we make a positive contribution to the wellbeing of the environment and in the communities and professions in which we operate. We believe our combination of infrastructure and development expertise plays a key role in driving socially-inclusive outcomes.
- We scrutinise our projects for their potential impact on the environment, society, culture and economies.
- We build partnerships with other groups and organisations promoting social responsibility.

A handwritten signature in black ink that reads 'K. S. Howells'.

Keith Howells
Chairman