

constructing a sustainable future



- ▲ Health & Safety
- ▲ Environment & Climate Change
- ▲ Our People
- ▲ Community
- ▲ Customers
- ▲ Supply Chain

Our policy is to operate our business in a sustainable and responsible manner.

1. We recognise that effectively meeting our social, environmental and economic responsibilities, in the products and services we deliver, is key to our long term future as a sustainable and profitable business.

2. We will take into account the interests of all stakeholders in our business, and that they include:

- Existing and future employees
- Our customers and clients, both current and potential
- Our supply chain and all those who work with us to deliver our products and services
- The communities in which we operate
- Government and industry

3. We will strive to demonstrate to all of the stakeholders in our business that we provide sustainable solutions and services and will seek to influence them to address the sustainable development agenda in their dealings with us.

4. We will set annual plans to drive specific actions. For 2011/12 they are:

- Implement divisional CR action plans
- Implement our carbon strategy across the Group
- Demonstrate our performance through regular KPI's
- Communicate our 'Constructing a Sustainable Future' vision to employees

The Executive board commits to ensuring that this CR policy is implemented and that sufficient resources are made available to achieve this.

For and on behalf of the Executive Board

G P Fitzgerald
Chief Executive