

GALLIFORD TRY HOLDINGS PLC

SUSTAINABILITY & SOCIAL VALUE POLICY



This Policy applies to Galliford Try Holdings Plc and INCLUDES, Morrison Construction Limited, Galliford Try Construction Limited, Galliford Try Infrastructure Limited, Galliford Try Facilities Management Limited, Rock & Alluvium Limited, Oak Dry Lining Limited and all subsidiaries

At Galliford Try we recognise that our operations can have significant economic, environmental and social impacts. We are committed to assessing sustainability risks and opportunities, and thereafter taking appropriate steps to mitigate negative impacts and enhance positive impacts, for the benefit of our business, our stakeholders and the wider environment. We call this operating sustainably, but recognise that others may refer to this as corporate responsibility ('CR') or corporate social responsibility ('CSR'). The result of operating sustainably is the social value that we create.

We deliver our sustainability commitment by:

- Ensuring compliance with all relevant legislation, at a minimum, and keeping informed of sustainability best practice by engaging with relevant external bodies and participating in industry forums.
- Assessing and addressing our sustainability impacts in relation to six fundamental areas – health and safety, environment, our people, communities, customers and supply chain.
- Driving continuous improvements by setting strategic sustainability targets aligned to our material sustainability issues.
- Measuring and monitoring performance against sustainability key performance indicators.
- Providing internal forums for sharing best practice and developing sustainability initiatives.
- Publicly reporting on our sustainability performance through our website and the Galliford Try Annual Report.

Overall responsibility for sustainability and this Policy rests with the Executive Board. The Executive Board discharges this responsibility through the Divisional Boards who are responsible for the implementation of this Policy.

This Policy statement applies to the whole Galliford Try Group and is available to all employees via our intranet based business management system. The policy is also made publicly available on our website. The contents of this Policy will be reviewed and updated as necessary on at least an annual basis.

Signed for and on behalf of the Executive Board:

A handwritten signature in black ink, appearing to read 'Bill Hocking'.

Bill Hocking
Chief Executive
Galliford Try Holdings Plc

Reviewed: 2 January 2020