

*This Biodiversity Policy covers our approach in Galliford Try Holdings Plc and INCLUDES, Morrison Construction Limited, Galliford Try Construction Limited, Galliford Try Infrastructure Limited, Galliford Try Facilities Management, Rock & Alluvium Limited, Oak Dry Lining Limited and all subsidiaries.*

We recognise the impact that construction can have on biodiversity and as such we are committed to protecting, and where appropriate enhancing, biodiversity during our construction activities for the benefit of all our stakeholders and society. We deliver this commitment by:

- Conducting habitat and protected species surveys as identified by The Conservation of Habitat and Species Regulations.
- Assessing and managing biodiversity risks and opportunities through project specific environmental risk assessments in accordance with each company's environmental management systems which meet the ISO 14001:2015 requirements.
- Minimising any negative impacts on biodiversity through compliance with our legal obligations and careful site management.
- Considering opportunities for biodiversity enhancement, where appropriate, if not already specified within requisite planning obligations.
- Engaging specialist ecological and biodiversity experts and/or local and national conservation agencies on project specific biodiversity initiatives, as appropriate.
- Ensuring employees and subcontractors are equipped with the training and skills they need to deliver compliance with this Policy.

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

This Policy statement applies to all companies within Galliford Try Holdings Plc 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:*



**Bill Hocking**  
**Chief Executive**  
**Galliford Try Holdings Plc**

*Reviewed January 2020*