

**Rock & Alluvium Limited**

Annual report and Financial statements

For the year ended 30 June 2020

Registered number: 01795468

# **Rock & Alluvium Limited**

## **Strategic report for the year ended 30 June 2020**

### **Section 172 Companies Act 2006**

Section 172(1) of the Companies Act 2006 imposes a general duty on every company director to act, in good faith, in the way they consider would be most likely to promote the success of the company for the benefit of its shareholders, while taking into account how the Company's activities and Board decisions will affect its stakeholders. This statement explains how the Board complies with its obligations under s172 which is consistent with that disclosed in the consolidated Galliford Try Holding plc's annual report for the year ended 30 June 2020.

The Company recognises the importance of its stakeholders' views and actively engages with them, proactively considering their interests in the decisions it makes.

### **Employees**

We use the following mechanisms to outline our approach to employee priorities and gather feedback on our interactions:

- Face-to-face engagement through the Employee Forum, our annual Graduate Welcome event, director site and office visits; Performance Development Reviews/one-to-ones, toolbox talks and town halls.
- Wider communication tools such as emails, videos, webcasts, while also monitoring various metrics such as employee churn, sickness leave and wider health and safety KPI's.
- Independent support such as access to our Employee Assistance Programme and whistleblowing hotline.
- Encouraging and analysing independent employee feedback via employee surveys or via sites such as Glassdoor and JobCrowd.

### **Clients**

Satisfied clients are essential for a sustainable and profitable business. We use the following mechanisms to outline our approach to client priorities and gather feedback on our interactions:

- Direct engagement through face-to-face, video or telephone client meetings; high- quality bid submissions, contract negotiation and management; client satisfaction surveys; site tours; business development activities such as attendance at exhibitions and Meet the Buyer events.
- Indirect engagement such as project reports, marketing materials, an up-to-date website, press coverage and engaging in social media.
- Project performance feedback.

### **Supply chain**

We rely on suppliers to deliver our construction projects. We use the following mechanisms to outline our approach to supply chain priorities and gather feedback on our interactions:

- Direct engagement through Meet the Buyer events; workshops; face-to-face, video or telephone meetings; contract negotiation and management and toolbox talks.
- Creating mutually-beneficial relationships through our Advantage through Alignment programme.
- Indirect engagement such as via trade associations, project reports, an up-to-date website, press coverage, engaging in social media and involvement in the Considerate Constructors Scheme.

We recognise the importance of our stakeholders' views and actively engage with them, proactively considering their interests in the decisions we make.

### **Shareholders**

We must act in the interests of our shareholders to maintain the capital needed to fund our activities. We use the following mechanisms to outline our approach to shareholder priorities and gather feedback on our interactions:

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### **Strategic report for the year ended 30 June 2020 (continued)**

- Direct engagement through investor roadshows; face-to-face, video or telephone communications; Capital Markets Days, results presentations and webcasts; analyst briefings; AGMs; our Annual Report; consultations and Regulatory News Service announcements.
- Indirect engagement such as an up-to-date website, press coverage, engaging in social media, trading updates; corporate and financial videos and contributions to investor decision-making resources.

#### **Communities**

We construct buildings and infrastructure in communities and must meet the needs of local groups so we are welcomed and can carry out our work. We use the following mechanisms to outline our approach to the wider community and gather feedback on our interactions

- Direct engagement such as through our membership of the Considerate Constructors Scheme, local newsletters, town hall meetings and exhibitions, school and college visits, site tours, Open Doors and local community engagement plans.
- Indirect engagement such as an up-to-date website, press coverage and engaging in social media.

#### **Standards of business conduct**

The Board is acutely aware of the need to maintain high standards of business conduct. The Group has a strong ethical culture, underpinned by our values, policies and our Code of Conduct, all of which are endorsed by the Board. The Code of Conduct sets out the ethical standards everyone in Galliford Try must adhere to and provides a framework to ensure we always behave in a way that reflects our values. The Group also has specific policies and procedures to prevent bribery and corruption, as described on page 39 of the Group's annual report for year ended 30 June 2020.

#### **Environmental impact**

Information on the Group's environmental impact can be found on pages 36 and 37 of the Group's annual report for year ended 30 June 2020 which is publicly available.