

Galliford Try Employment Limited

Annual report and Financial statements

For the year ended 30 June 2024

Registered number: 02252941

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 Company's Board complies with its obligations under s172 and is consistent with that disclosed in the consolidated Galliford Try Holdings plc's ("the Group") annual report for the year ended 30 June 2024.

The Company recognises the importance of its stakeholders' views and actively engages with them, proactively considering their interests in the decisions we make and the sustainability objectives we have set ourselves.

Employees

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

- Engagement through the Group's Employee Forum; staff inductions with members of the Group's Executive Board present; Group's CEO roadshow; Group annual Graduate Welcome event, director site and office visits; Performance Development Reviews/one-to-ones, toolbox talks and town halls.
- 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 external sites.

Shareholders

We must act in the interests of our shareholders to maintain the capital needed to fund our activities.

Standards of business conduct

The Board is acutely aware of the need to maintain high standards of business conduct. The Galliford Try Holdings plc group (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 the Group 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 46 of the Group's annual report for year ended 30 June 2024.

Environmental impact

The Company's environmental impact forms part of the wider Galliford Try Holdings plc group which can be found on pages 22 to 23 and 31 to 35 of the Group's annual report for year ended 30 June 2024 which is publicly available.