

OUR COMMITMENT

This policy statement forms part of our overall management systems

| Sustainability Objectives | | |
|---------------------------|-------------------------------|--|
| Achieve Zero Harm | Achieve 95% of Recycled Waste | Achieve 5% increase in Apprenticeships |

Responsibilities: The responsibility for implementing and determining company policies is derived by the Board of Directors. Mark Davison has been appointed as having overall responsibility for this policy.

Conduct and Profitability: We will conduct our business with ethics and integrity in accordance with our overall company core values. We aim to provide a solid foundation on all our projects with a view to become a more profitable business in which people want to work with and trust.

Employee Training and Retention: We believe ensuring profitability within our business is through our staff. Developing our staff through continuous training and apprenticeship schemes brings long serving and self-motivated staff that will in turn passed down their critical skills to the younger generations for the future.

Safe Working Environment: A crucial impact to our business is the health and safety of our workforce. It is important to us that we provide a safe working environment for our employees and their families. We have in a place our Zero Harm campaign which helps in the reduction of accidents and near misses. We also are aware of our responsibilities in safeguarding the welfare of our contractors, clients and the general public.

Recycling: We aim to recycle circa 95% of all demolition waste during our projects. We will adopt a waste hierarchy approach of reduce, reuse and recycle.

Waste Management: We are committed to social, economic and environmental sustainability and we incorporate the principal aims underlying sustainable development in all project planning, design and execution.

Energy Usage: We will conserve resources through efficient use, reducing consumption of energy, water and materials wherever possible.

Carbon Emissions: Working to the Carbon Trust Standard will help improve

our performance in environmental impacts, carbon emissions, energy efficiency and recycling/reuse of waste.

Supply Chain Management: Our core supply chain is well established and is generally founded on a history of proven supply performance, service and quality. We believe working closely with our supply chain helps deliver sustainable solutions.

Customer Satisfaction and Feedback: Developing first class relationships with our clients and our approach to “Getting Right First Time” is of paramount importance to us. Strong relationships facilitate the delivery of value and innovation.

Biodiversity: We will manage and monitor our activities to restore wildlife and habitats throughout the duration of all our activities.

Community: We make a positive impact on the communities in which we work in a number of ways. We consider the impact of our actions on the local community, mitigating our actions through control measures and the monitoring of our works. We create employment in the local area both directly and through our supply chain.

The MGL Foundation Trust is a charitable organisation set up by the MGL Group with the aim of strengthening the role our company has to play in our local community. We donate time, money and materials to various community groups and charities, particularly those associated with children, engaging with education, the elderly and our local hospice.

Communication of Policy: This policy is communicated to all employees and is made available to any interested party.

Policy Review: This policy statement will be reviewed on an annual basis and amended where appropriate.

Mark Davison
Managing Director
June 2016

