

## Corporate Social Responsibility Policy

The Erith Group has a good reputation for being a responsible and sustainable company, which operates based on ethical behavioural values and delivering what we promise. This policy is in place to provide clear leadership guidance to the Group and interested parties.

We acknowledge that climate change is a core risk to our business and the potential for our activities to have a direct or indirect impact on the environment. Whilst the services provided by Erith Group improve and enhance the public realm, we are also committed to actively reducing their potential impacts.

### Environment

The practical execution of our activities includes detailed planning and consideration to recognise, respect, manage and mitigate our impacts on;

- Potentially sensitive receptors adjacent to our projects and activities
- Risk of flood
- Natural habitats and eco-systems
- Local heritage

### Sustainability

We recognise that embedding sustainability into all aspects of our business is key. We will aim to deliver high performance against Civil Engineering Environmental Quality Assessment and Award Scheme (CEEQUAL), Leadership in Energy and Environmental Design (LEED) or Building Research Establishment Environmental Assessment Method (BREEAM) criteria on our projects by using sustainable practices in our design, planning and construction activities by:

- Embedding sustainability best practice in our procurement decisions so that environmentally and socially preferable materials and solutions are used where practicable, both within and outside our supply chain
- Adopting and actively supporting sustainable materials management, involving responsible sourcing for natural materials such as wood and primary aggregate, along with responsible stewardship of those materials through supply, use and end of life, providing a sustainable life-cycle
- Minimising or eradicating the use of primary natural resources, including water, by substituting alternative recycled materials, collecting rainwater and “grey” water wherever practical
- Ensuring suppliers and subcontractors have sustainability criteria within their activities and procurement procedures which align with our own sustainability objectives
- Avoiding, maximising, re-using, reducing, recycling, re-manufacturing and recovering waste produced by our activities and encouraging re-use and recycling of construction materials within our projects

### Health, Safety and Wellbeing

We want to make Erith Group a great place to work for our employees and we aim to achieve this by:

- Making safety and wellbeing central to the way we work
- Providing a safe and healthy work environment which meets and exceeds best practice standards, with a target of zero accidents/incidents
- Maintaining our strong culture of employee loyalty, which we believe is a key element to the success of the company
- Creating an inspiring and healthy working environment with opportunities for personal and professional development, training and advancement
- Developing and broadening the skills of our employees
- Recognising innovation from the workforce and encouraging new ideas and working methods

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- Reducing potential nuisances associated with our operations including dust emissions, noise and traffic

### **Social and Community**

We wish to maintain our strong links with the community by:

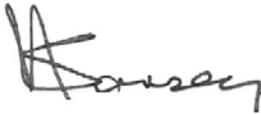
- Community engagement, which allows us to contribute positively to the local communities within which our projects are located
- Supporting and contributing to our local communities by donating to local charities, schools and community initiatives
- Actively engaging with the communities in which we work through local employment, skills training, including apprentices, partnerships and sponsorship

### **Energy Efficiency and Carbon**

We wish to work together with our supply chain to maximise energy efficiency and minimise our carbon footprint by:

- Progressively reducing energy use and carbon emissions company-wide in our transportation activities, the equipment and plant we operate, and the buildings we occupy in line with our Energy Policy and government climate change targets.
- Reviewing and investing in new technologies and innovations where these are appropriate to our operations

We aim and endeavour to maintain and grow a profitable customer focused business by delivering high value, integrated services through commitment to a policy of continuous improvement.



Steven Darsey  
Company Chairman  
12<sup>th</sup> September 2018