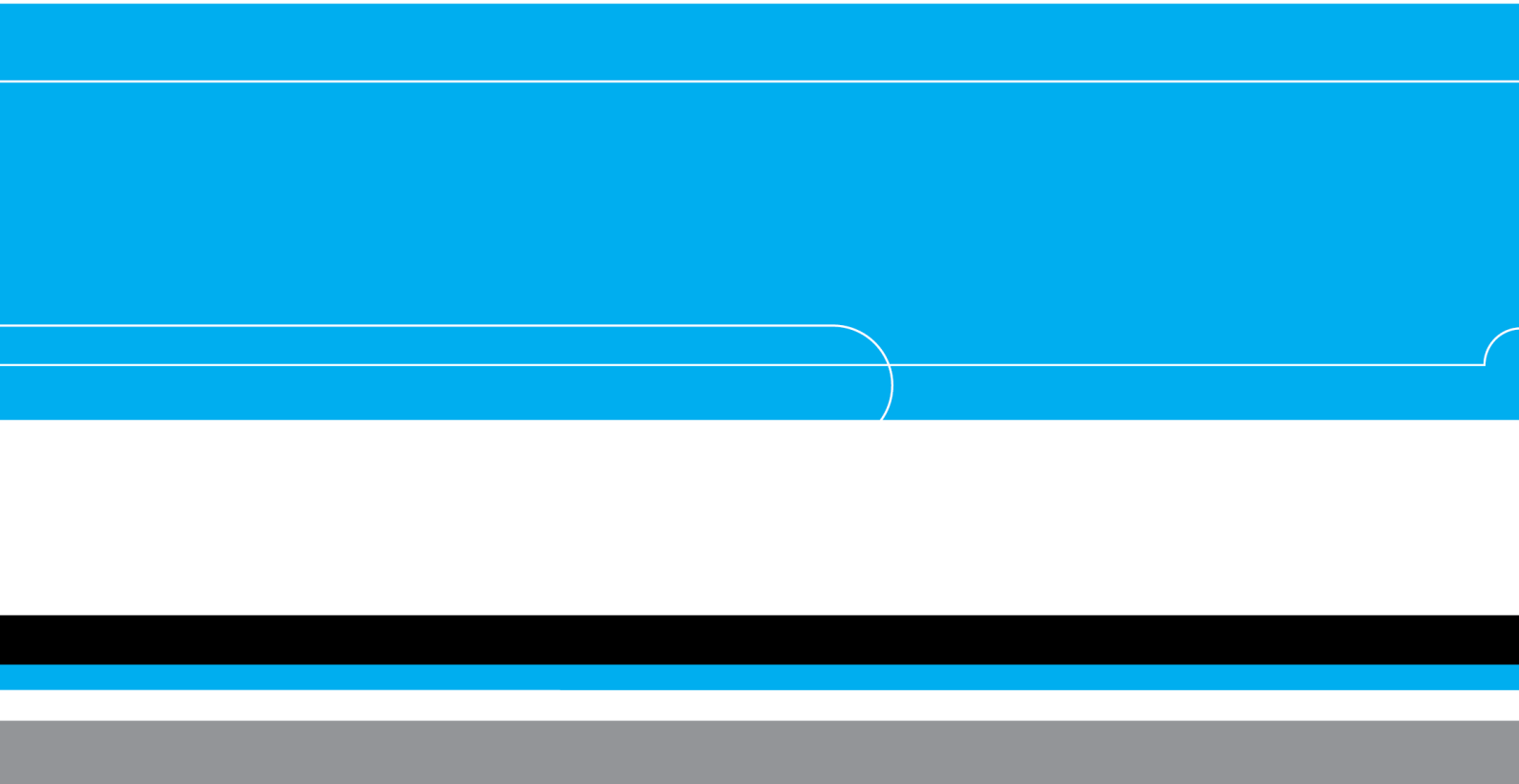


Corporate Responsibility Policy

June 2019

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CORPORATE RESPONSIBILITY POLICY STATEMENT

VolkerWessels UK is committed to maintaining the highest standards of corporate responsibility in its business activities. We recognise that we have an integral responsibility for all matters of general concern to the society in which we operate and to all of our own, and society’s stakeholders. This responsibility is demonstrated through our actions and within our comprehensive suite of policies, processes and procedures supported by directors and senior managers.

Our Corporate Responsibility framework is structured around four elements:



These four elements are subdivided into themes, which act as objective areas against which we monitor our performance. The measures and actions within our corporate responsibility framework are applicable to all business units, essentially as a common set of objectives, and a means of internal benchmarking.

Marketplace	Workplace	Environment	Community
<ul style="list-style-type: none"> • Engagement with industry • Innovations and awards • Stakeholder engagement 	<ul style="list-style-type: none"> • Employees • Health, safety and wellbeing • Quality • Training • Diversity 	<ul style="list-style-type: none"> • Procurement • Carbon • Waste • Impacts 	<ul style="list-style-type: none"> • Integrity • Society

Our **core values** define our organisation’s ethics and guide our decisions, actions and behaviours, which result in best in class delivery, quality and people. All VolkerWessels UK business units share the same philosophy and core values. This common set of values offers clear benefits to all our stakeholders and in turn gives them the confidence to trust in our organisation and people:

- Integrity** We are open and totally honest; our business is ethically and morally strong and each of us is accountable.
- Passion** We are committed in heart and mind and enjoy what we do.
- Innovation** We strive to be ahead of the game by continually improving the way we do things for ourselves and our clients.
- Collaboration** We collaborate in all aspects of our business, we work as a team to take advantage of our collective genius so that we succeed together.
- Winning** We never settle for second best; we always deliver high quality work and we strive to exceed expectation.

Our primary aim is to be the preferred contractor to our existing clients through delivery of an excellent and quality service and to carefully select new opportunities with clients with whom we wish to work and who are aligned to our core beliefs and objectives. Our decision making is linked to ethical values, compliance with legal requirements, and our respect for people, communities, charities and the environment.

The VolkerWessels UK CEO is ultimately responsible for the implementation and fulfilment of the Corporate Responsibility Policy with the support of all employees.

Adrian Shah-Cundy
Corporate Responsibility Director
June 2019

VolkerWessels UK Corporate Responsibility Policy

Issue 5, June 2019

1 PURPOSE

The purpose of this policy is to demonstrate how VolkerWessels UK is a socially and environmentally responsible company, that protects our employees, provides value to our clients and actively engages with stakeholders. Our wider aim through the operations that we undertake is to have a positive impact on communities and the environment.

2 SCOPE

This policy applies to all employees of VolkerWessels UK and its business units: VolkerFitzpatrick, VolkerHighways, VolkerRail, VolkerStevin, VolkerLaser and VolkerInfra.

This policy applies to all employees who are permanent, temporary or on fixed term contracts but does not form part of employees' terms and conditions of employment and may be subject to change at the discretion of management.

3 POLICY**3.1 Business Ethics**

Our business principles are based on:

- Operating on a fair and honest basis with all clients and colleagues
- Meeting all legal and contractual obligations
- The assessment and management of risk
- Avoiding conflicts of interest
- Avoiding all forms of corruption

We will:

- Behave legally, honourably and ethically at all times
- Trade and compete fairly, within a framework of applicable competition law
- Report financial information in a complete, accurate and timely manner

3.2 Employees

Respect for people is innate within the organisation. We take into full consideration the needs and circumstances of all our employees, clients, colleagues and those with whom we work. We believe that our activities and conduct will assist in delivering a sustainable society as whole.

We will:

- Respect the rights and dignity of every employee and treat them fairly and without discrimination
- Value and respect our employees and recognise their contribution
- Retain Investors in People status
- Provide a safe working environment for all our employees
- Promote equality of opportunity and encourage diversity in our workforce
- Promote effective communications and consultation to encourage the involvement of employees in the planning and direction of their work
- Maintain clear disciplinary and grievance procedures
- Operate a whistle blowing policy

Approved for IMS:	IMS Manager	Document owner:	CR Director	Workspace file:	n/a	Page 3 of 4
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VolkerWessels UK Corporate Responsibility Policy

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3. POLICY (CONTINUED)**3.3 Communities**

VolkerWessels UK will practice stewardship of natural resources, recognise our role as an important part of the communities in which we operate and be accountable for our activities.

We will:

- Treat stakeholders and other interested parties as we would want to be treated ourselves
- Show exemplary environmental standards in all our operations
- Maintain Associate Membership of the Considerate Constructors Scheme
- Work with local communities to develop skills and training appropriate to our business needs
- Respond promptly to complaints and enquiries from interested parties and the public and provide relevant information regarding our activities
- Guarantee that health, safety and environment will be a prime consideration in any activity undertaken

3.4 Suppliers and Subcontractors

We will:

- Seek to be fair and honest in our relationships with suppliers and subcontractors
- Pay in accordance with contractual terms
- Communicate regularly to guarantee that our and the wider industry needs are addressed
- Commit to preventing slavery and human trafficking in our corporate activities as demonstrated through our statement of compliance with the Modern Slavery Act 2015.

4 IMS AUTHORISATION**Document owner approval:**

Adrian Shah-Cundy, CR Director - 03.06.2019

Approval for IMS:

Sarah Howard, Senior IMS Manager - 03.06.2019

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