

Environment and Social Value Policy Statement

Myself and the Senior Management Team are committed to delivering social, environmental and economic benefits for clients and stakeholders of our railway infrastructure services. We will protect and seek to enhance the natural environment, derive added social value for local communities, and inspire tomorrow's workforce to build a sustainable business.

The VolkerRail People, Planet, Purpose Sustainability Strategy complements this policy statement, and serves as a reference point for our environment and social value strategic goals which are implemented through our improvement plans to ensure priorities are given to fulfil our legislative, contractual and moral compliance obligations to leave a sustainable legacy for generations to come.

We will ensure priority is given to assess the environmental and social risks, apply sustainable by design for risk mitigation, and adopt controls through operational planning; providing the appropriate information, instruction, training and supervision in accordance with the relevant statutory provisions and industry best practice.

Our AIM (Attitude, Influence, Management) principle seeks to empower and actively encourage you to promote positive behaviours and an open culture by outlining how we expect you to behave, how we will enhance our environment and social performance together and what your expectations should be of the management team. This is put into practice through our 'Your AIM' Behavioural Programme and informs the continuous improvement of our integrated management system to enhance our environmental and social performance.

Attitude - What are our expectations of you?

- Act to prevent pollution to air, land and water; harm to ecology and archaeological features; or spread non-native invasive species in the wild by complying with the management system requirements and conditions of permits/licences/consents.
- Promptly report all environmental and social close calls, incidents, and complaints without fear of blame.
- Seek to minimise the consumption of energy, raw materials, water, and reduce waste, both on site and within our offices.
- Adhere to the VolkerRail Code of Conduct and show consideration for lineside neighbours.
- Actively participate in consultation with Managers and Supervisors on environment and social performance matters.
- Take advantage of opportunities provided by VolkerRail to volunteer within the local community or inspire tomorrow's workforce by supporting industry visits, careers events, skills days and work placements.
- Undergo any training or assessments considered necessary to deliver this environment and social policy statement.

Influence - What we will do together:

- Hold each other accountable for environment and social performance and help each other to improve.
- Have clear and effective communication channels available to all employees, sub-contractors, suppliers and stakeholders.
- Promote an open and honest reporting culture across the entire workforce.
- Share learnings from environmental and social close-calls, incidents and complaints; and ensure corrective actions to prevent a reoccurrence are completed in a timely manner.
- Challenge specifications to increase reuse and recycled materials, ensure materials are procured in a responsible and sustainable manner, and improve energy and vehicle fleet performance to reduce our contribution to climate change.
- Establish collaborative relationships with our client and supply chain partners to drive continual improvement.
- Promote the AIM award to encourage sustainable business practices.
- Review the IMS to determine its effectiveness and ensure continual improvement.
- Implement the actions to deliver our HSQES improvement plans and strive to meet our strategic goals.

Management - What should be your expectations of management?

- Identify reasonably foreseeable environmental and social risks arising out of or in connection with your work, influence designs to avoid the impacts or where not possible put in place adequate controls to mitigate them – ensuring you are briefed of the requirements in a timely and effective manner.
- Provide you with best practicable means to mitigate the impact of the identified environmental and social risks.
- Engage with lineside neighbours and local communities ahead of our work and maintain an active dialogue throughout.
- Establish social value plans through the Thrive Education, Volunteering and Social Value Portal to positively contribute to local communities through volunteering and schools engagement.
- Provide you with the environmental and social training needed for you to do your job.
- Ensure access to competent and adequate specialist resources to support you to conduct your role and responsibilities.
- Listen and take reasonable action on any suggestions to improve environmental and social performance.
- To be highly visible in the support and encouragement of the delivery of the sustainability objectives and lead by example.

Myself and the Senior Management Team will monitor our performance against the commitments laid out in this policy.

This policy will be reviewed annually and, where necessary, revised to ensure it reflects the nature of our organisation.

A handwritten signature in black ink, appearing to read "Steve Cocliff".

Steve Cocliff, Managing Director