



Corporate Social Responsibility (CSR) Policy

Rydon

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Background

Rydon has practiced responsibility as a corporate citizen since the company was established in 1978. The company's values and ethics, based on a respect for individuals and for the environment, have been rooted in our company since long before the modern-day concept of Corporate Social Responsibility became significant.

In keeping with the times, we have moved towards a more conscious approach to our corporate responsibilities that allows us to report with confidence on our standards and performance on all aspects of our behaviour.

Policy

Rydon is committed to understanding, measuring and improving on all possible aspects of our work and practices that have an impact on those people and places with whom we engage.

We focus on four core areas of responsibility. These are:

- Economic impact
- Social impact
- Environmental impact
- Corporate governance and reporting

We are committed to the following principles:

1. Compliance with current laws and legislation at all times
2. Sustainability -achieving the appropriate balance between use, replacement and improvement in all aspects of where we work and on all schemes on which we work
3. Health & Safety - Ensuring the physical and mental wellbeing of staff, sub-contractors and of the members of the communities in which we operate.
4. Employment - fairness in all aspects of how we treat our employees with particular emphasis on non-discrimination, meritocracy and honesty.

5. Ethics - Treating all people, including suppliers and sub-contractors, clients and partners with the highest standards of decency, respect and understanding.

In support of these principles we have adopted the following policies:

- Sustainability policy
- Environmental policy
- Resource efficiency and materials policy
- Training and local employment policy
- Health & Safety policy
- Stress Prevention policy
- Grievance policy
- TUPE


Governance

Corporate Social Responsibility within the company is led and overseen by the CSR Leadership Committee which is chaired by the Group Chief Executive and has director-level representation from each operating company and the HR department.

Coordination of CSR is the responsibility of the Director of Strategy Marketing and Communications, who also sits on the CSR Leadership Committee.

A number of working groups exist throughout the company to respond to and feed into the tasks set by the Leadership Committee.

Signed



Robert Bond
Group Chief Executive

Date 6 July 2008

