



Corporate Social Responsibility Policy

Rydon



Doing well through doing good

Background

At Rydon we have always believed in the importance of good Corporate Social Responsibility. The company's values and ethics, based on a respect for individuals and for the environment, have been part of our culture since long before the modern day concept of Corporate Social Responsibility became significant.

Our Corporate Social Responsibility policy sets out the wide range of initiatives we take which go well beyond the minimal requirements and clearly demonstrate our real commitment to Sustainable Development. Setting out these initiatives ensures that we can measure and report our performance with confidence, and look for ways we can continue to improve.

Policy

Due to the nature of our business, we are constantly engaged in a wide range of activities that can be considered under the banner of CSR. In order to create a more meaningful CSR programme, we have identified three key CSR themes which are of particular importance across the work of the Rydon Group on which we focus.

These are:

- Our Environmental Impact;
- People First; and
- Communities.

The following objectives are in place to govern the way in which our performance is determined:

Our Environmental Impact

- Assess the impact of our design and activity on environmental matters and perform beyond minimal environmental requirements; both from the perspective of the direct impact on the site and its environs, and the long-term impact on natural resources and the environments we create.

- Actively minimise the carbon footprint of our operations by promoting a culture of energy conservation, incorporating the most carbon efficient materials and the best technological innovations in energy conservation within the financial and practical constraints of each project.

People First

- Maintain and expand our existing relationships with schools and colleges to engage with them and their young people and to introduce them to the industry and the potential careers in all aspects of the built environment.
- At every opportunity we involve local trades' people, suppliers and other potential business partners in the development process in order to bring work and income into the areas in which we operate.
- Promote training and employment opportunities for local people within the communities in which we work.
- Maintain and expand our apprenticeship, work experience, training and employment opportunities for people in and around the communities in which we work.

Communities

- Not only do we register every site with the Considerate Constructors Scheme but we set internal targets to achieve average scores that are significantly above industry average, and thereby absolutely ensure minimal disruption to residents and neighbours during our developments.
- Take proactive steps to ensure our supply chain list is inclusive and supports local economies especially smaller, locally based companies.
- Maintain our long-standing support of The Prince's Trust and run 'Get Into Construction' programmes with the Trust providing a comprehensive and supportive introduction to our industry for disadvantaged young people.

- Involve, consult, communicate and actively engage with the immediate and neighbouring communities with whom we are working.
- Maintain our staff volunteering scheme, which makes it possible for every member of staff to take one fully-paid day per annum to volunteer for a relevant charity or community organisation.

Governance

Company policy is approved by the Group Board which is chaired by the Chief Executive. Each policy is reviewed at least annually to ensure that we respond to clients, business strategy, legislation and any standards or codes of practice determined by the market.

Coordination of CSR is the responsibility of the Director of Strategy and Business Development who also sits on the Sustainability Forum. The Sustainability Forum reports and communicates latest CSR news and performance to members of staff via our internal communication channels.

*Signature(s) removed for security reasons:
signed copies available on request.*

Signed: _____

Peter Robertson

Group Strategy and Business Development Director

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Signed: _____

Robert Bond

Group Chief Executive

Dated: July 2013 _____