



CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY



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 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 have a wide range of CSR priorities and programmes. The following objectives are in place to govern the way in which our performance is determined;

- Assess the impact of our design and activity on environmental matters to go 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.
- Maintain and expand our existing relationships with schools and colleges to engage schools and young people in construction topics, as well as introducing them to the construction industry and potential careers in all aspects of the built environment.
- Not only do we register every site with the Considerate Constructors Scheme but we strive to maintain our average minimum score of 33 for our sites and thereby absolutely ensure minimal disruption to residents and neighbours during our developments.
- At every opportunity we involve local trade's 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 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 Forum which organises a wide range of activities in support of selected charities.

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 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

Dated: _____

September 2011