

SUSTAINABLE DEVELOPMENT POLICY



CREATING SHARED VALUE

Background

We recognise that only sustainable development – which carefully considers the short and long term impact in environmental, social and economic terms – is acceptable for the future well being of our communities, our country and our planet.

The concept of sustainable development is particularly pertinent to the nature of our work at Rydon: we work as co-ordinated project teams to develop and deliver an improved built environment for the communities of current and future generations. Through this sustainable development approach, we can truly create shared value for all of our stakeholders.

Policy

We are 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:

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

We are committed to the following principles:

1. The Law: Ensuring that we comply with current laws and legislation at all times
2. Living Within Environmental Limits: Achieving the right balance between use, replacement and improvement in everything we do and on all projects on which we work
3. Health & Safety: Ensuring that staff, sub-contractors and members of the communities in which we operate are well looked after and protected.
4. Employment: Making sure that we are fair and honest in all aspects of how we treat our employees, with particular emphasis on non-discrimination, as well as providing opportunities for people and local companies in the communities in which we work.
5. Culture and Heritage: Respecting and nurturing heritage and cultures, and enabling people to communicate, produce, experience and explore these values.
6. Ethics: Treating all people, including suppliers and sub-contractors, clients and partners with the highest standards of decency, respect and understanding.
7. Governance: Integrating and actively promoting the core focus areas of sustainable development, by putting people at the centre of developments, to ensure a participative and shared delivery of value, and reporting clearly and honestly on our performance.

continued...

SUSTAINABLE DEVELOPMENT POLICY



CONTINUED...


To support the principles in this policy we have adopted a number of complementary policies including:

- CSR policy
- Environmental policy
- Resource efficiency & materials policy
- Training & local employment policy
- Health & Safety policy
- Diversity Policy
- Equal Opportunities Policy
- Stress Prevention policy
- Grievance policy
- TUPE policy

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.

Signed: _____



Robert Bond
Group Chief Executive

Dated: _____

September 2011