

Sustainability policy

This statement sets out Carillion's strategic commitment to sustainability.

"We want to be recognised as a leading sustainable business and the leading sustainable support services company"

Carillion is a leading support services company with a substantial portfolio of Public Private Partnership projects and extensive construction capabilities. The Group operates across the UK, Canada and the Middle East. We are involved in every stage of the development of the built environment and sustainability is a key priority for our business.

We will deliver sustainable solutions with our people, our customers, and our supply chain for the wider community and environment in which we work and live.

We will lead industry by promoting best sustainable practice and exceeding guidance set out by government and regulatory bodies. This policy reflects our commitment to ensuring that sustainability is paramount to all activities in our business. It will be delivered through our 2020 Sustainability Strategy, other supporting policies and six positive outcomes as follows.

Building a successful business

"Through our sector leadership and role in creating a more sustainable economy, we will increase shareholder value."

Governance: we will conduct our business with integrity and ethics in accordance with our Values to deliver our Sustainability Strategy and goals. Shareholder value: we will increase shareholder value and become a more profitable business that people want to work for and with, as employees, suppliers and partners.

Enabling low-carbon economies

"Our services will help Carillion's customers work towards carbon neutrality, so that together we become the lowest carbon producers in our respective sectors."

Carbon reduction: we will actively reduce our use of energy and emissions arising from our operations including facilities, transport, design, construction and maintenance of our clients' operations. We will continue to seek the most effective operational ways to minimise carbon and, wherever possible, achieve a carbon balance.

Protecting the environment

"We will work with our customers and suppliers to be best in class in reducing waste, managing our use of water and raw materials, and protecting biodiversity wherever we operate."

Biodiversity: we will understand and manage our impact upon biodiversity and seek opportunities to enhance and restore the wildlife and habitats for the future.

Resource use: we will manage our environmental impacts by monitoring and using natural resources efficiently, sourcing responsibly and reducing waste and by helping our customers do the same.

Supporting sustainable communities

"Our leadership in creating employment and skills opportunities, coupled with our understanding of the needs of our communities, will ensure we make a significant and positive contribution everywhere we work."

Training and employment: we will make a positive difference to the development of our local communities, enabling them to thrive and prosper, with a clear impact in areas such as employment, skills, training, local community-based initiatives and improvements to local environments.

Community needs: we will develop and implement community needs plans in all our contracts in order to engage and understand our neighbouring communities and make a positive contribution to their environment and quality of life.

Providing better prospects for our people

"We will maximise the prospects of our people by offering opportunities for continual learning and development, and creating safe, healthy places to work."

Health and safety: through the way we work and behave all our people and stakeholders will be protected from the risks of occupational injury or ill-health.

Our people: we will attract, motivate and engage talented people who share our Values. We will promote diversity across our people, championing a culture of respect and upholding equality of opportunities to all.

Leading the way in our sector

"We will be recognised as the benchmark in sustainability and innovation, in turn driving demand as the service provider of choice for customers."

Customers: we will develop strong relationships with our customers and exceed their expectations by sharing expertise, driving innovation and adding value to our services to ultimately create sustainable solutions that impact beyond our immediate operations.

Supply chain: we will work with our supply chain through the Sustainable Supplier Charter to deliver sustainable solutions that maximise value for our customers.

Our policy will be delivered by:

- managing the impacts and opportunities arising from our products, services and supply chain;
- driving this strategy externally, helping our customers to meet their sustainability objectives, whilst contributing to the creation of a lowcarbon economy and supporting vibrant, healthy communities; and
- ensuring the real involvement of all our people, our customers, our supply chain and stakeholders.
- Business units will implement plans to ensure this policy is delivered.

Policy review:

This policy has immediate effect and replaces all previous versions.



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