

# Community Involvement Policy



UNITED KINGDOM

At Colas we are committed to managing our business in a responsible and ethical manner and will work to make a positive impact on communities. We will promote a culture of social responsibility throughout our organisation and build effective, open relationships with the communities in which we operate.

Our aim is to make positive contributions to the community and to build partnerships with other groups and organisations in innovative ways.

- We will actively encourage employee awareness of our values and code of ethics and the impact of our actions on customers and the community.
- We will act as a good corporate citizen, aiming to minimise disruption to communities as a result of our activities and will operate to the highest standards in our communities.
- We will communicate openly and aim to promote and enhance good community relations.
- We will maintain a community involvement programme contributing company time and resource to charitable organisations and encouraging our talented staff to play an active role within the local community.
- In recognition of the importance of education, we will work responsibly with schools and colleges to promote the industry and support/develop education initiatives in local areas to help students prepare for work. We achieve this by attending careers events and participating in work experience programmes.
- We will provide funding for charitable donations and sponsor nominated causes and sporting initiatives serving the public interest. Our people will be involved in sharing our vision by participating in the selection of charities and events that we support.

Chief Executive Officer

A handwritten signature in black ink, appearing to read "C. Fergusson".

C. Fergusson  
Sept. 2018