

People Policy



UNITED KINGDOM

At Colas Limited we seek to create a partnership between people who are talented, innovative and passionate and an employer which is responsible and visionary. To attract, recruit and retain people who are committed to going further together, we apply the following principles:

- Recognise and value differences in people.
- Reward and recognise the efforts and achievements of employees at all levels.
- Offer everyone the opportunity to develop.
- Communicate effectively with our employees.
- Motivate and empower our people to achieve success.

These principles are applied in the following areas of people management responsibilities:

Human Resources Management

- Managers encourage motivation through respect for the individual, creating team spirit and confidence, communicating with their people and sharing their passion and vision for the future.
- Performance is monitored and improved using the annual appraisal interview.

Internal Promotion

- Colas favours internal promotion.
- Recruiting young people and developing talent is an investment for the future.

Remuneration

- An individual's remuneration must be motivating and related to personal performance.
- Remuneration policy must be fair and contribute to enhanced productivity and social stability.

Training

- Colas is committed to investing in training and skills development.

Fairness and Inclusion at Work

- As a responsible employer, Colas is committed to maintaining a culture of inclusion and to ensuring fairness, transparency and equity at work.

Senior management has established this policy and is responsible for implementing it throughout the company. The arrangements for putting this policy into practice are contained within our HR Policy and Procedures.

Chief Executive Officer

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

C. Fergusson
Sept. 2018