

Ethics Policy



UNITED KINGDOM

Integrity & Accountability

At Colas we pride ourselves in conducting business responsibly and to the highest ethical standards, aspiring to achieve environmental, economic and social sustainability. Robust corporate governance underpins our determination to operate legally and ethically, drawn from the ethical framework rooted in our Vision, Mission and Values.

All work in Colas must be able to stand the tests of audit, propriety and professional codes of conduct.

The rules of professional conduct set out in the Colas code of ethics to guide the actions of all employees in the performance of their duties are in accordance with Group principles, and must be observed by all Colas employees.

Colas has high ethical expectations of its people, not just minimum compliance requirements.

Probity & Honesty

Every Colas employee is expected to show absolute honesty and integrity in all dealings.

Colas is committed to a policy that minimises the risk of fraud and corruption in Colas. Colas has a zero tolerance of fraud, bribery and corruption. All Directors and senior employees of Colas are expected to set an example to the rest of the company by working to Financial Authorities and adhering to the system of internal controls.

Colas expects its employees to exercise the highest standards of corporate and personal conduct. All employees must declare in accordance with the Colas Fraud & Corruption Policy any conflicts of interest that could prejudice the integrity of their decision making as Colas employees.

Colas rules governing the offer or receipt of gifts and hospitality ensure that such items do not improperly affect the outcome of any business transactions, and that proper details are entered on the Register of Gifts and Hospitality.

Openness & Transparency

Colas' activities within any part of the company's business or its supply chain should be conducted transparently to promote confidence between Colas and its stakeholders.

Colas is committed to maintaining an honest and open environment in relation to all aspects of the company's operations, with the key objective of the elimination of any serious malpractice within the company, and the rigorous investigation of any suspected malpractice.

Colas encourages any employee having reasonable concerns or suspicions of malpractice to report them within the company in accordance with the Colas Whistleblowing Policy. Every Colas employee has a responsibility to speak out if, acting in good faith, they reasonably suspect malpractice, whether financial irregularity such as fraud or corruption, or risk to health and safety or the environment, serious bullying or victimisation or discrimination, or other legal compliance concern.

Chief Executive Officer

C. Fergusson
Oct. 2019