



WE OPEN THE WAY

# Sustainability Policy

Our mission is to provide sustainable solutions for our customers and our communities by working safely, understanding their needs, developing our people, being innovative and applying intelligent engineering, utilising the expertise of the International Colas Group. We understand the importance of achieving sustainable development, to balance the needs of our business with those of our stakeholders, to be a visionary not just for tomorrow, but for the future so we can strive to be One Planet Colas.

## Environment

### Environmental protection

We will work responsibly to minimise the impact of our operations on all aspects of the environment, preventing pollution and to protect natural habitats and biodiversity as well as to create a net gain to leave a legacy.

### Efficient use of resources

We are committed to achieving sustainable consumption and production by maximising resource efficiency and reducing waste through the life cycle approach, embracing the principles of the zero-waste hierarchy with our drum take back scheme, recycling processes and incorporating RAP (Road Asphalt Plainings) into asphalt. We promote responsible and local procurement amongst our clients, suppliers and contractors.

### Energy and climate change

We are committed to being Carbon Net Zero by 2030 and will set targets to reduce energy and carbon emissions. We procure green electricity and will improve energy efficiency within the company as well as be certified to ISO50001 (energy management system). We will work with our customers to understand the impact of climate change.

## Health and Safety

Colas aim to be the industry leader in terms of occupational health and safety; the safety and wellbeing of our people and the communities in which we work is our responsibility and our number one priority, whilst achieving compliance with applicable legislation.

### Investment in people

We are committed to nurturing the talent of our employees through training and career development, to encourage internal progression and operate fairly, promoting equality and diversity within our business.

### Social responsibility

We will manage our business in a responsible and ethical manner, promoting a culture of social responsibility throughout our organisation to build effective, open relationships with the communities in which we operate.

## Economy

### Supply chain management

We are committed to developing effective relationships with our supply chain enabling us to achieve best value and reduce the environmental footprint of the goods and services we consume through responsible sourcing.



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**Customers**

We will focus on our customers' needs to meet or exceed their expectations, delivering our services with pride and passion. We will build open and honest partnerships which allow us to continually innovate and improve the service we provide.

**Business performance**

We will monitor performance and improve the efficiency of our business processes enabling us to operate profitably and achieve sustainable growth for the benefit of our shareholder, employees, customers, the community and all stakeholders.

This policy establishes the framework through which we will achieve this, monitor our performance, and deliver growth. This policy will be communicated throughout the organization including subsidiaries: Colas Isle of Man, Colas SIAC projects and Allied Infrastructure and is readily available to interested parties on request and will be kept as documented information.

**Chief Executive Officer**

C. Fergusson

September 2021

A handwritten signature in black ink, appearing to read "C. Fergusson", written over a horizontal line.