



WE OPEN THE WAY

CSR & Sustainability Policy

OUR MISSION

We open the way to CONNECT communities through sustainable, innovative infrastructure solutions.

OUR VISION

The people of Colas COLLABORATIVELY deliver INNOVATIVE and SUSTAINABLE, end-to-end infrastructure SOLUTIONS that utilise our local EXPERTISE, global strength and TECHNICAL know-how.

OUR VALUES

Our values - Caring, Sharing & Daring - are behind everything we do and everything we stand for. They describe the qualities that have made us the company we are and will help us become the company we want to be. At Colas we are driven by our duty of care, for our employees and partners, our customers and the general public which our activities are impacted on and as well as the environment and society. Acting ethically and preserving the safety of those who accompany us will always remain our priority. Colas was founded on a culture of innovation and a pioneering mindset. We are driven to move forward, explore new horizons and reinvent ourselves. We welcome new ideas, approaches and thinking.

Corporate Social Responsibility CSR Strategy, ACT2030 (We Act & Commit Together)



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 today, but for the future. We do this through our Corporate Social Responsibility (CSR) Strategy with eight strategic commitments, ACT2030 (We Act &, Commit, Together). This looks at:

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.

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. We assess activities, products, and services to identify environmental aspects and apply control measures to minimise impact on the environment, reduce energy consumption and prevent pollution by working to protect and where possible enhance, natural habitats and biodiversity to leave a legacy of a sustainable planet.



WE OPEN THE WAY

Energy and climate change

We are committed to being Carbon Net Zero by 2040 and have set targets to reduce energy and carbon emissions in line with the Science Based Targets initiative to ensure global warming does not exceed 1.5 degrees. We will do this by maintaining ISO14001 certified Environmental Management System (EMS), our ISO 50001 Energy Management System (EnMS) in areas of significant energy use as well as working to the PAS 2080:2023 Carbon Management System in Buildings and Infrastructure, incorporating whole life carbon, climate resilience and nature actions into our activities.

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.

Safety, Health & Wellbeing

Colas aim to be the industry leader in terms of occupational safety and health; the safety and wellbeing of our people and the communities in which we work is our responsibility and our core value - Caring , 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.

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.

Ethics and Compliance

We are committed to ensuring our activities are ethical and compliant with training and awareness to both our own people and our supply chain as well as Colas Group systems to ensure compliance.

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.

Chief Executive Officer

T. Madelon

Ref: C-I-1-MS-V.11-V.4-September'2025