

SBUKZ SUSTAINABILITY POLICY STATEMENT

Soletanche Bachy SA is a global specialist foundation contracting organization conducting activities through local subsidiaries organized into geographical zones. Bachy Soletanche Ltd., McDonnell Piling Ltd, Menard Ltd and Soil Engineering Geoservices Ltd. are subsidiaries operating within the Soletanche Bachy UK Zone (SBUKZ) of specialist geotechnical contractors carrying out ground investigation, foundation, and specialist geotechnical work for the construction industry.

This statement has been approved by the SBUKZ and is reviewed annually. It is supported by several other policies such as the Health and Safety Policy, Environmental Policy, Equal Opportunities Policy, Training and Development Policy, Anti-bribery Policy and Sustainable Procurement Policy.

As a responsible organization, SBUKZ will:

- Comply with all relevant legislation.
- Maintain sound business ethics and continue to provide a high-quality service efficiently and profitably.
- Maintains an internal management system for quality, health & safety, and the environment.
- Continually works towards reducing its carbon emissions.
- Set Key Performance Indicators (KPIs) for environmental, economic, and social issues against which the Company can measure progress.
- Engage with its peer group through membership of appropriate organisations.
- Review the supply chain with regards to sustainability.

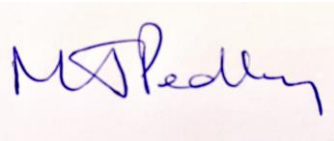
As a trusted employer, SBUKZ will:

- Minimise the risk of accidents and work-related ill health for its employees and proactively seek to improve performance.
- Employ a diverse workforce and ensure all personnel are treated equally.
- Continue to provide statutory and career development training to its staff to enable them to fulfil their potential.
- Seek to promote sustainability within the workforce through regular and varied communication on the issues involved and encourage dialogue within the employee forum.

As a designer and contractor, SBUKZ will:

- Identify any sustainability issues, or opportunities for improvement, at an early stage and seek to work with the client to improve the sustainability credentials of the scheme.
- As appropriate demonstrate sustainability benefits during the tender process and continue to influence sustainability issues during the construction process.
- Continue to invest in research and development with an aim to develop more sustainable techniques and products.
- Will always explore ways to minimise the use of energy, materials, and water.
- Will seek to avoid adverse impacts on land, air and water and minimize waste generation.

Approved by: Martin Pedley



(UK Zone Director)

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Please check the company intranet site to ensure that the latest version is held.*

As part of the community the Company:

- Establish, maintain, and strengthen existing relationships with local schools and academic institutions.
- Wherever appropriate, employ from the local area and use local suppliers to site.
- Be a considerate neighbour during site operations by minimising the environmental impacts of the site.
- Seek opportunities to engage with local communities surrounding its principal offices and major sites.

In support of achieving the above policy, the Company will engage with internal and external stakeholders in promoting sustainable development.

This policy, which is reviewed annually, is communicated to all employees and persons working on our behalf, is displayed at all our offices and sites, and is made publicly available to interested parties via our websites.