



Community Investment Policy

Vision

To be a positive influence in the communities in which we operate

Key Elements

The Group is committed to engaging with our communities in a variety of ways including

- Bringing a first class business service, employment opportunities and wealth creation to the communities in which we operate.
- Taking our broader responsibilities very seriously both through charitable donations, and through creative and innovative charitable and community engagement.
- The operation of a charities committee with representation from across the Group which oversees our community investment with particular regard to construction related charities, education, sport, the disabled, and the rehabilitation of ex-offenders.
- Encouraging our people to become involved with their communities at all levels of the organisations.
- Being aware of the environmental impacts of our operations on local communities and taking our environmental responsibilities very seriously. (*For further information please see our Environmental Policy.*)
- A commitment to ongoing open communication with the communities in which we operate and valuing the community as a key stakeholder in our company.

March 2010