

**SUSTAINABILITY  
POLICY  
STATEMENT****SUSTAINABILITY POLICY STATEMENT**

Our operations have a considerable impact on people's lives not only during the construction phase but also throughout the lifetime of the assets and infrastructure we create and manage.

We recognise that we have a corporate responsibility to ensure our business is carried out in a safe and sustainable manner that is respectful of the environment and socially and economically responsible.

**Ensuring SAFETY & HEALTH**

We are committed to planning and executing all operations in a manner that safeguard the health, welfare and safety of our employees, supply chain partners, clients, the general public and those who use our completed facilities. At all levels in the business, we treat safety with the highest priority constantly striving to eliminate the causes of incidents in our quest for an injury free workplace. We expect our employees to take individual responsibility and encourage safe work behaviours. It is our objective to promote a positive safety culture amongst employees and to ensure that all of our activities are undertaken safely.

**Investing in our PEOPLE**

To compete at the highest level, we recruit, train, develop, and retain the best available talent. The performance of our teams is the key to the quality of service that we are able to provide. We are among the countless organisations who claim their employees are our best asset but to substantiate this claim we fully adopt best practice in the HR management field in our quest to become an employer of choice.

**Protecting the ENVIRONMENT**

We acknowledge that our operations affect the environment in many ways. GRAHAM has a responsible and proactive attitude and are committed to minimising the harmful effects of our operations. This includes making the most efficient use of energy, reducing waste, recycling materials, using renewable and materials from sustainable sources, keeping pollutants, noise and dust to a minimum, and the use of environmental friendly materials in the design of energy efficient buildings.

**Supporting our local COMMUNITIES**

We aim to reduce the impact our operations have on local communities and make a positive contribution to the communities within which we work by taking proactive steps. These steps include operating as a Considerate Constructor, minimising disruption; fostering local involvement and enterprise through the use of local labour, equipment and materials; engaging effectively with the local community by proactively communicating and encouraging feedback about our operations; supporting educational initiatives and encouraging staff to share knowledge and skills within the wider community.

GRAHAM is committed to integrating these visions into all our business decisions and will look to exceed all legislation, regulations and codes of practice in relation to sustainability. We will measure our progress regularly as part of a continuous improvement process, and will communicate and this policy throughout the Group.

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**Michael Graham**  
**EXECUTIVE CHAIRMAN**