
Corporate Responsibility & Sustainability Policy Statement

POL-051

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 economically sound and is socially & environmentally respectful.

Ensuring SAFETY & HEALTH

We are committed to planning and executing all operations in a manner which safeguards 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 consider safety a major priority and constantly strive 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 substantiate this claim through the operation of a dedicated HR management team who adopt best practice procedures on an ongoing basis. Our commitment is evidenced through our 'Platinum Investors in People' accreditation.

Protecting the ENVIRONMENT

We acknowledge that our operations affect the environment in many ways. John Graham Holdings Ltd. ("GRAHAM") is committed to minimising the harmful effects of our operations. This includes making the most efficient use of energy, reducing waste, recycling materials, minimising the generation of noise, dust or other pollutants, and promoting the use of environmentally friendly & sustainably sourced materials in the design and construction of energy efficient buildings.

Supporting our local COMMUNITIES

We aim to reduce the negative impact our operations have on local communities and strive to make a positive contribution to the communities within which we work. Whenever possible we try to leave a positive lasting legacy over and above the infrastructure we deliver. GRAHAM aims to minimise disruption; fostering local involvement and enterprise by utilising local labour, equipment and materials; engage effectively with the local community and encourage feedback about our operations; supporting educational and employment initiatives particularly apprenticeships.

To assist in achieving these objectives we are active Partners of the 'Considerate Constructor Scheme'. GRAHAM is committed to behaving responsibly in 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 our continuous improvement approach and will communicate this policy throughout the Group.



MICHAEL GRAHAM

Chairman

John Graham Holdings Ltd.

Date of Issue: January 2024

Date of Review: January 2025

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