

HEADCROWN GROUP PLC
CORPORATE RESPONSIBILITY POLICY

Headcrown Group plc (“the Group”), through its operating subsidiaries, is a leading provider of construction and property management services across the UK. We recognise our responsibilities to our employees, the community and the wider stakeholder group. We take these responsibilities very seriously and consult on an ongoing basis with our stakeholders to ensure that our policies reflect the key social, ethical and environmental issues faced by the Group.

Our approach to corporate governance is designed to ensure that all who trade with us or who are reliant upon us for their employment are confident that we conduct our business in a manner which does not impose undue risk or pressures upon them. In addition, we ensure that our onsite activities are conducted in a considerate manner for the communities in which projects are based and so that local environments are not compromised by our presence.

Our key corporate responsibility actions include:

- Working with the community, with effective resident liaison where appropriate
- Working with local schools and communities to improve the safety and wellbeing of residents and other stakeholders close to our projects
- Minimising disruption to local residents as far as possible
- Ensuring all our projects, wherever possible, are registered under the Considerate Contractor Scheme and continually striving to improve our scores under this scheme
- Providing appropriate training and development for our staff to allow them to safely and effectively carry out their roles
- Working with our key stakeholders to provide local employment, including the vulnerable and long term unemployed
- Working with the local supply chain, building skills by sharing knowledge and insight
- Obtaining and maintaining appropriate external accreditations to demonstrate, challenge and improve our performance in key areas
- Investing in the development of our skills and experience in the area of sustainable and renewable technologies to reduce our environmental impact on the communities
- Prioritising the use of recycled and recyclable materials
- Maintaining excellent standards of energy management and water conservation across the Group

We will continue to improve annually in each area and each Group subsidiary will actively seek to ensure that our policy is promoted and reflective of local requirements.

This Policy is regularly reviewed in order to ensure its continuing suitability. Copies of the Policy are made available to all members of staff.

CARL BRIAN
CHAIRMAN, HEADCROWN GROUP PLC
MAY 2018