

Sustainable communities policy

This statement sets out Carillion's strategic commitment to the communities in which we operate.

"Our leadership in creating employment and skills opportunities, coupled with our understanding of the needs of our communities, will ensure we have a significant and positive contribution everywhere we work."

Carillion is a leading support services company with a substantial portfolio of Public Private Partnership projects and extensive construction capabilities. The Group operates across the UK, Canada and the Middle East. We are involved in every stage of the development of the built environment and sustainability is a key priority for our business.

This policy supports Carillion's Sustainability Policy and describes our commitment to the communities in which we live and work.

We believe Carillion can make a positive difference to the development of our local communities, enabling them to thrive and prosper, with a clear impact in areas such as employment, skills, training, local community-based initiatives and improvements to the local environment. Carillion will be industry leading and make a real and lasting contribution by promoting best practice in the support of sustainable communities.

To achieve our policy we will focus our efforts on four key elements, underpinned by a desire to enhance employee morale:

1. engagement with employees of the future and their employment;
2. engagement focused on local business engagement;
3. engagement as a good neighbour; and
4. engagement to support community improvement.

Our policy will be delivered by:

- assessing the needs of our local communities and identifying priority areas with our community stakeholders;
- enabling and actively encouraging our people, our supply chain and stakeholders to participate in community activities as part of development programmes, workplace initiatives or individual voluntary work; and
- generating a culture that actively encourages sustainable practice.

We will deliver this policy through our community needs planning process, our wider sustainability targets and our community activities. Business units will implement plans to ensure this policy will be delivered.

Policy review:

This policy has immediate effect and replaces all previous versions. This policy will be reviewed and amended as necessary.



Richard Howson
Chief Executive



Richard Adam
Group Finance Director



David Picton
Chief Sustainability Officer