

Social Value Policy

This policy is aligned to the Colas Group CSR Strategy 'Act and Commit Together' and sits within the theme 'Offer our customers and users solutions that meet the challenges of sustainable solutions in local communities'. This policy will be communicated throughout the organisation including all subsidiaries: and is readily available to interested parties on request and will be kept as documented information. Colas 'whole team approach' to Social Value ensures our staff and supply chain contribute to shared objectives, leaving a legacy of benefits for the communities in which we live and work. We will promote a culture of social responsibility and build effective relationships with communities to achieve our objectives of:

Promote Local Skills and Employment, by

- Creating high quality employment and apprenticeship opportunities supported by pre-employment support, taster days and work placements;
- Removing barriers to employment for underrepresented and disadvantaged groups, working alongside specialist delivery partners in the locality of business units/projects, enabling social mobility through access to training and skills development to progress within Colas;
- Promoting careers in our industry via our STEM Ambassador and SV Champion network.

Support the Growth of Responsible Regional Business by

- Communicating this policy and collaborating with our supply chain and delivery partners to collectively achieve results, ensuring commonality in ethics and associated policy frameworks, and supporting access to training/other support.
- Procuring goods and services locally, driving local economic benefit from the work available, and increasing the number of VCSE's within our supply chain;
- Improve the health and wellbeing of our staff and supply chain staff through the provision of access to mental health support and physical health initiatives.

Enable Healthier, Safer and More Resilient Communities by

- Being a good corporate citizen, minimising disruption to communities because of our activities, communicating openly to promote and enhance good community relations;
- Maintaining a community involvement programme which contributes company time and resource to charitable organisations, promoting our volunteering policy amongst staff;
- Develop stakeholder relationships to deliver schemes of work which reduce inequalities through tackling crime, reducing homelessness and enhancing community networks.

Decarbonise and Safeguard our World, being carbon net zero by 2040 through

- Increasing use of low/no carbon emission plant and vehicles, use of renewable energy, efficiency of site welfare and offering green alternatives in our product range;
- Having a network of community partnerships to contribute to environmental volunteering projects and to make donations of surplus items to divert them from landfill
- Reducing waste by looking at alternative methods of construction, alternative supply/distribution, and reduction of waste at source such as plastic packaging.

Monitoring and Reporting

Monitoring processes are managed by the Social Value Team via the portal/platform of choice. Where clients have a different requirement, these will be adopted and aligned to enable SVP data capture, ensuring consistent performance monitoring across Colas UK. We also maintain case studies and anecdotal information within Colas' Knowledge Bank.

This policy will be reviewed annually, and amendments approved by the Executive Committee.

Chief Executive Officer

F. Lahmamsi

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