

Business Continuity Policy

We are committed to:

- Ensure all Business Continuity Management arrangements are developed and implemented in an agreed, safe, prioritised, and controlled manner.
- Achieve a Business Continuity capability that meets changing business needs and is appropriate.
- Put in place a clearly defined framework for the development of Business Continuity capability.
- Ensuring the continuation of delivery of products and services to an agreed minimum level to our customers in the event of any business interruption.
- A more rapid recovery of business activities following an incident.
- The most effective and efficient use of resources during a business interruption.
- Compliance with contractual and governance requirements.
- Reduction of the impact of any business interruption.

We will continue to:

- Maintain Business Continuity Management system aligned to the requirements of ISO 22301 to ensure that the Company can continue to deliver an agreed minimum level of service to our customers in the event of any business interruption. In order to achieve this, Colas will align its own management of Business Continuity.
- Test plans for key services as agreed with the Colas UK board and management team. Colas will continue to develop its planning on business priorities and manage available resources to facilitate implementation in a phased approach. This Policy applies across all Colas Ltd sites, operations and services.

We will achieve this through:

- Maintenance of a Business Continuity Management System and maintenance of business continuity is overseen and reported to the Colas Board.
- Tools to analyse interruptions to critical activities and processes and the identification of resources required to support them.
- A response framework which contains plans for emergency response, business recovery and crisis management, together with their activation.
- Risk management methodologies to minimise the likelihood of business interruptions and to minimise the impact when they do occur.
- A validation regime that includes education, training, exercise, test, audit and review of plans.

We are committed to the development of Business Continuity Management to ensure that the Company can continue to deliver an agreed minimum level of service to our customers in the event of any business interruption. This policy will be communicated throughout the organization including Colas Limited subsidiaries: Colas UK Projects Ltd, Colas Isle of Man, Colas SIAC projects and Allied Infrastructure and is readily available to interested parties on request and will be kept as documented information.

Chief Executive Officer

F. Lahmamsi

Ref: C-B-1-MS-V.01-V.1-June'2023