

## SUSTAINABILITY

Sustainability is about maximising our environmental, economic and socio-economic performance in the interests of the business, our stakeholders and our planet.

Laing O'Rourke is uniquely placed through our private ownership, operating model and value proposition to take a long-term approach to sustainability. This policy sits alongside our Health and Safety, Quality, Environmental, Security and Business Resilience policies as part of our global policy framework, underpinned by our Global Code of Conduct.

As an enduring engineering enterprise we are implementing a strategy which aims to create sustainable growth by meeting the economic, social and environmental challenges of our rapidly changing world.

Achieving sustainability is an integral part of fulfilling our corporate vision. We will continually strive and expect to:

- Create exceptional, long-term sustainable outcomes for all our clients, aligned to their ambitions
- Generate profits to invest in innovation and future success
- Work to the highest ethical, social and environmental standards
- Achieve industry-leading low-carbon performance
- Innovate to develop the industry's ability to address sustainability challenges
- Develop our people: they are our most important assets
- Attract and retain new people from diverse backgrounds and demographic groups to work in the industry, and for Laing O'Rourke particularly
- Contribute to development of construction skills in our local communities by providing access to apprenticeships and life-long learning aligned to our goals and vision
- Enrich the communities in which we work
- Assess and manage all significant environmental risks
- Engage our supply chain and partners to inspire innovation and to achieve our sustainability targets and objectives
- Be transparent in reporting on strategic targets

Collaboration with clients, supply chain, industry partners, research organisations and other stakeholders is fundamental to how we develop and implement sustainability strategy.

Our policies are reviewed and updated regularly to be responsive to client needs and the world around us to make Laing O'Rourke the company of first choice for all our stakeholders, while challenging and changing the image of construction worldwide.

The Board of Directors of Laing O'Rourke fully endorses this policy.



**Ray O'Rourke**  
Chief Executive