

## SUSTAINABILITY POLICY

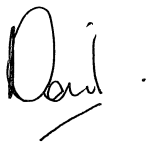
Phelan Construction Ltd and its subsidiaries undertake general construction, development and associated services. Phelan Construction Ltd delivers a comprehensive service from project inception through design, manufacturing and construction to operation and maintenance.

The scope of this policy covers UK operations. We strive to deliver sustainable solutions guided by our values and we actively engage with our teams, customers and supply chain for the benefit of those stakeholders in the wider community and environment in which we work and live.

It is important to us to emphasize the social, economic and environmental impact of our business in everything we do, and this policy reflects our commitment to ensuring that sustainability is considered through all our business decisions. A framework of supplementary subject-lead policies and codes embed sustainability in our business. Below are some of the overarching sustainability objectives of Phelan Construction Ltd:

1. Offer career development, supporting our teams to be diverse, engaged, motivated and competent - together working towards the sustainable success of our business
2. Engage positively with civic projects and the local communities in which we work, both through specific project engagement and through company-wide initiatives
3. Deliver sustainable profitable growth while satisfying our ethical, legal and contractual obligations
4. Improve resource efficiency, sustainable consumption, and production, throughout the whole supply chain from design through to operation
5. Encourage ideas and innovation, internally and with our supply chain, that can create financial savings and benefit our customers, society and environment
6. Actively promote sustainability in our industry through the industry associations, partnerships and organisations we support, including our Youth Academy and apprenticeship programme
7. B1G1 "Business for Good" Charitable affiliation
8. Demand sector-leading Health, Safety and Environmental performance from our own teams and our subcontractors
9. Integrate our sustainability goals throughout our operations
10. Commit to measuring our impact through Health, Safety and Environmental performance data, employee engagement surveys, customer satisfaction feedback and our financial performance.

This policy will be reviewed annually, and be adapted if changes to the company occur. This policy will be communicated to all staff and copies will be posted on all our office noticeboards. Furthermore, it will be made available to members of the public via the Phelan Construction Ltd website and on request.



Neil Coy  
Managing Director  
Date 01/01/17

