

Sustainability Policy

Incorporating safety, health, environment, energy, quality and responsible sourcing

LASLETT INTERNATIONAL LIMITED (LIL) considers effective management of safety, security, health, environment, energy and quality to be of major importance to the sustained success of the company. We take a combined approach towards all our business processes and have a single sustainability policy. We communicate our policy to all employees, contractors, visitors and other key stakeholders seeking to ensure it is understood and implemented. As an absolute minimum, we comply with the law and other regulatory requirements applicable to our company. The resourcing and implementation of this policy is the responsibility of our management team.

PEOPLE AND COMMUNITIES

We strive for the prevention of injury and ill health in the workplace. We value our workforce and by recruitment, selection and development of employees, contractors and suppliers, ensure that they are appropriately skilled and competent to carry out their roles. We strive for the fair treatment of our employees. We encourage our employees, contractors, visitors and supply chain to operate in accordance with these practices. We identify and consult with local community stakeholders where and when applicable.

CARBON AND ENERGY

We set targets for the reduction of energy consumption and carbon emissions and aim to reduce our use of fossil fuels by energy efficiency and seeking alternative and renewable energy sources. When procuring services and goods that can have an impact on significant energy use, we inform suppliers that procurement is partly evaluated for energy performance.

WASTE AND RAW MATERIALS

We strive for the prevention of pollution and the minimisation of environmental harm. We use resources appropriately and sustainably. We adopt the waste reduction hierarchy of waste prevention, reuse of materials, recycling, and energy recovery to minimise waste disposal and maximise productivity.

WATER AND BIODIVERSITY

We are committed to the principles of environmental stewardship and seek to apply these throughout our projects. Where we are involved in project sites we support restoring sites to ensure land remains of value in its local environment, protecting and enhancing biodiversity and safeguarding geodiversity where appropriate. We use water efficiently and recognise that we must safeguard this resource by recycling where possible to reduce consumption.

QUALITY PROCESSES AND SYSTEMS

We adopt a methodical approach to all aspects of our business and are committed to complying with all relevant quality standards. We are also committed to continually improving performance and to develop our integrated management system processes and activities. We incorporate high standards of safety, health, environment, security, quality, energy management and responsible sourcing in the following business processes:

- Management of suppliers and services
- Identification of customer needs
- Supply of products and services to meet or exceed customer expectation
- Development of standards and procedures
- Recruitment, induction and development of skilled, competent employees, contractors and suppliers

- Consultation and involvement of employees, their representatives,
- contractors, suppliers and local communities
- Development and testing of emergency procedures
- Management and supervision of practices and performance
- Development and implementation of action plans to improve our business and meet our targets

Signed by:

A handwritten signature in black ink, appearing to read 'R.C. Laslett', written over a horizontal line.

Robert C. Laslett CEng FEI FIET HonFAPM FACostE FRSA FIoD

Managing Director

LASLETT INTERNATIONAL LIMITED

16th February 2018