

## SUSTAINABILITY POLICY

### Policy & Principles

#### Introduction

AMBC Limited has a responsibility to minimise our impact on society and the natural environment when we carry out our business activities.

We work closely with our employees, clients and subcontractors on all aspects of sustainability. We strive to balance short and long term interests, and to make economic, environmental and social considerations integral to our decision-making. We engage in dialogue with our partners and those who are affected by our activities.

We are committed to being a responsible business. This means conducting our activities according to rigorous ethical, professional and legal standards. We will not condone corruption, bribery or unfair competition.

#### ***People: adding value for clients, employees, subcontractors and the community***

1. Customers: We strive to exceed client expectations. We work in partnership with our clients to deliver good quality projects on time, safely and with due regard to the environment.

2. Community: We promote good community relations. By its very nature, our construction activities have an impact upon the local environment and the wider community. We take a proactive stance in minimising disruption to our neighbours, and seek to make a positive contribution to the local community by including the preferred use of local labour and services.

3. Education: We act as an ambassador for the construction industry. We encourage young people to consider a career in construction and highlight opportunities such as apprenticeships and graduate programs.

4. Employees: We are committed towards our employees and subcontractors. We create a safe and inspiring environment for all our employees and subcontractors, enabling them to develop their skill set and contribute to the growth of our business.

The commitments to our people are as follows:

- Health and safety – Health and safety is our top priority. We are committed to continually improving the health and safety of our employees, subcontractors and those affected by our activities, including members of the public.
- Equality and diversity – We provide an inclusive working environment where everyone feels valued and respected. We are committed to equal opportunities, and ensuring that we do not discriminate against anyone on the grounds of gender, marital status, race, colour, ethnicity, religion, sexual orientation, disability or age.
- Learning and development – We promote a learning culture and provide opportunities to equip our employees and subcontractors with the skills and knowledge they need to run our business successfully and to extend their personal development.

## ***Planet: we recognise our responsibility to future generations***

5. Energy: We strive to reduce our climate change impact. We will improve our energy efficiency, reduce our CO2 emissions and work with our clients to do the same by providing them with low carbon solutions.

6. Resources: We will improve resource efficiency. We promote measures to recycle and minimise waste.

7. Environment: We will limit our environmental impact. We take all reasonable measures to ensure that our activities are conducted in a way that minimises our impact on the local environment. We promote good environmental practice and seek opportunities to enhance biodiversity on our construction sites.

## **Profit: creating economic value**

8. Innovation: We innovate to identify balanced sustainable solutions. Innovation is essential for our company's success. Together with our clients and suppliers, we will provide sustainable solutions that balance economic, environmental and social interests. This approach ensures that we use materials efficiently and deliver value to our customers.

9. Prosperity: We believe that sustainability leads to economic prosperity. We aim to create value for our shareholders and society by operating both profitably and sustainably. We believe that by applying these principles we create value for our customers, employees and the public.