

**Morgan Sindall
Corporate policy**

Sustainability Policy Statement

Revision Schedule

Rev. No.	Date	Details of change
Rev 1	Sept 11	First Issue

Management System

Policy

Morgan Sindall – Sustainability Policy Statement

Morgan Sindall is a UK construction, infrastructure, and design business.

Our 'Total Commitment to Sustainability' in the Group Roadmap sets out our sustainability priorities which are supported by strategies and plans. Endorsed and annually reviewed by our sustainability steering group, the Morgan Sindall Group roadmap, our Policy and Sustainability Strategy detail a comprehensive set of objectives and targets delivering continual improvement.

Our sustainability priorities are as follows:

People

1. Total commitment to a safe workplace

Providing a safe working environment for everyone is a key priority.

2. Total commitment to developing talented employees

We will attract people of high potential with a diverse range of skills and experience and will develop and enable our employees to maximise their contribution to overall business performance.

Planet

3. Total commitment to reducing energy consumption and carbon emissions

We will play our part by reducing energy consumption and by designing and building more efficiently. Through constructing suitably energy-efficient assets, we will assist customers to reduce emissions.

4. Total commitment to reducing waste

We will improve resource efficiency; reduce the total amount of waste sent to landfill and commit to recognised waste reduction schemes including water use reduction.

We will strive to minimise pollution from operations and comply with all relevant legislation and standards including ISO 14001. We will also minimise our impact on biodiversity and the environment.

Profit

5. Total commitment to improving sustainable procurement

We actively support the CIRIA guidance on sustainable procurement in construction. We will look to influence designs and materials specification. We will work with our suppliers to source and provide sustainable materials.

6. Total commitment to supporting local employment and communities

Morgan Sindall will seek to understand local aspirations and priorities. We will aim to provide the relevant support, skills and training to develop and build the local skills capacity, thereby enhancing opportunities for communities. We aim to optimise use of the local labour force and suppliers to develop the local economy.

Engaging with stakeholders and Business in The Community (BiTC), Morgan Sindall will work to leave a positive legacy in the communities where it operates. Clear plans relating to community engagement will be developed.

Sustainability will be addressed in all our business plans. Best practices will be identified and shared.

Challenge of the Future

We will engage with and establish partnerships with leading sustainability figures so that we capture innovation, learn, and improve.

As part of our Total Commitment we will annually review our policy and report on our progress.

Signed



Graham Shennan
Managing Director
Morgan Sindall plc

Date20.9.11.....

Management System

Policy

Morgan Sindall – Sustainability Policy

1.0 Purpose

To set out Morgan Sindall policy in relation to sustainability incorporating Morgan Sindall Group sustainability priority action areas.

2.0 Introduction & Background

Morgan Sindall Group has laid the foundations for all Group companies to address a wide range of aspects of sustainability.

Living and working in a sustainable manner needs to become a priority for us all not simply a management process. It has to be an intrinsic part of the way in which we approach our services internally and externally and provide value to our customers and the community at large.

Significant advances are constantly being made in measurement and reporting. The Group sustainability forum is active and programmes are in place to improve internal and external communications.

To this end the Group has produced a Group Roadmap for Sustainability

The Roadmap provides a detailed action plan, covering key sustainability objectives that are relevant and appropriate to Morgan Sindall Group and are drawn from the 'People, Planet, Profit' model that has been adopted by the Group. Making our businesses more sustainable will enable us to win more projects which in turn will generate increased profit.



3.0 Policy

Morgan Sindall is fully committed to creating a sustainable environment and this commitment is encompassed in our sustainability strategy and implementation plans. This document is annually reviewed by the sustainability steering group. These plans, under the umbrella of the Morgan Sindall Group Roadmap detail a comprehensive set of objectives and targets for the delivery of continual improvement.

4.0 Responsibility

Implementation and adherence – all employees.

Upgrade and maintenance – head of sustainability and environment.

5.0 Key Areas of Strategic Improvement

Key areas of strategic improvement have been selected as critical to driving sustainability into the Group and Morgan Sindall plc culture. These will form the main focus of attention and activity.

People

Total commitment to a safe workplace

Providing a safe working environment for everyone is a key priority.

Total commitment to developing talented employees

Attracting people of high potential with a diverse range of skills and experience. Developing and enabling our employees to maximise their contribution to overall business performance.

Planet

Total commitment to reducing energy consumption and carbon emissions

Reducing energy consumption and by designing and building more efficiently. Assisting customers to reduce emissions by constructing suitably energy-efficient assets.

Management System

Policy

Total commitment to reducing waste

Improving resource efficiency and striving to minimise pollution from operations in compliance with all relevant legislation and standards including ISO 14001. Minimising impact on biodiversity and the environment.

Profit

Total commitment to improving sustainable procurement

Actively supporting relevant guidance on sustainable procurement in construction. Looking to influence designs and materials specification and working with our suppliers to source and provide sustainable materials.

Total commitment to supporting local employment and communities

Understanding local priorities and aspirations within the communities in which we operate. Providing relevant support, skills and training to develop and build local skills capacity and enhancing opportunities for communities. Optimising the use of the local labour force and suppliers to develop the local economy where possible.

Engaging with stakeholders and relevant support organisations Morgan Sindall will work to leave a positive legacy in the communities in which it operates, developing clear plans for community engagement.

6.0 Continuous Improvement

Sustainability issues will be addressed in all company business plans. Best practice will be identified and shared. Engaging and establishing partnerships with leading sustainability figures and organisations will enable the capture of future innovation and learning.