

SUSTAINABILITY POLICY

The Waterman Group is committed to integrating sustainable and responsible practices into its day-to-day operations and demonstrating the value to its stakeholders.

Sustainable development aims to ensure a better quality of life for all, now and in the future. It means achieving social progress and equality while maintaining, stable levels of economic growth through achieving more with less resources and protecting our natural capital.

Within its working practices Waterman Group will:

- (a) Communicate to our stakeholders our sustainability principles
- (b) Preferentially select contractors and suppliers on the basis of shared values and standards of sustainable practice and who support and use responsibly sourced products and can demonstrate an ethical sourcing strategy
- (c) Work in partnership with stakeholders to achieve the aims of sustainability so as to:
 - Protect and enhance the natural and built environment wherever possible.
 - Encourage the use of sustainable resources.
 - Follow the waste principles: Reduce, Reuse, Recycle.
 - Minimise energy use and promote renewable energy sources.
 - Promote the use of sustainable modes of transport.
 - Assist in the creation of sustainable and connected communities.
 - Follow best practices on environmental management.
 - Embed sustainability through design development and construction practices.
- (d) Seek continual improvement in the sustainability performance of all aspects of our business.

Within the operation and management of its affairs, Waterman Group will strive to:

- Adopt an holistic approach to business planning and practice, to include non-financial measures of success.
- Implement quality, health and safety and environmental management systems to maintain continual improvement in these areas.
- Provide a high standard of working environment for all employees and promote the adoption of a healthy work-life balance.
- Promote the efficient use of energy, water and consumables.
- Recycle waste and find a second life for redundant goods.
- Support and encourage wherever possible staff members' participation in charitable or community activities.
- Promote travel plans for all offices.
- Support all professional and administrative activities with appropriate training, coaching and advice.
- Conduct its business with the highest standards of professional and personal integrity and honesty.

Nick Taylor

**Chief Executive
Waterman Group plc
SIGNED: -**



DATE: - June 2020