

Waterman Group plc

Corporate Social Responsibility Statement

Introduction

Waterman Group Plc is a leading engineering and environmental consultancy providing multi-disciplinary services to the property, infrastructure, energy and environmental markets throughout the UK, Europe and Australia. The success of our business and of the communities within which we operate requires a commitment to the sustainable management of our activities. We have therefore developed a policy that affects and enhances all areas of our business and we adopt and commit to the principles and practices set out below.

Our People

We are committed to the well-being and continual development of our people and to training our workforce, where employees are appreciated, valued and given regular feedback so that each employee has a clear understanding of their role and how they contribute to the business.

We work within a culture where all employees are recognised and rewarded on the basis of their performance, effort, contribution and achievements.

We expect our employees to act with integrity towards one another and exercise a high standard of business practice and workmanship.

We support diversity, fairness and equal opportunities and aim to involve and consult regularly with employees as to the direction of the business.

Customers

We aim to build long term relationships with all our customers and other stakeholders by understanding their objectives as they evolve over time and meeting their needs. We aim to give fair value, consistent quality and reliability.

We aim to have the highest professional and ethical standards and will be honest, open and transparent in all our dealings with customers.

Suppliers

We aim to create and maintain strong relationships with key suppliers and contractors. We aim to choose suppliers that share our ethos in relation to employment practices, quality and environmental controls. This will be communicated to all suppliers and potential suppliers.

Health & Safety

We aim to achieve and maintain the highest standards of health and safety and provide a safe and healthy working environment for all our activities. We have a current and effective health and safety policy that is regularly reviewed and updated.

Environment

We have implemented an environmental and sustainability policy appropriate to our business. We are aware of our environmental impact as a business and have taken and continue to take appropriate steps to mitigate that impact, including setting environmental objectives and targets, implementing procedures and providing training so employees, suppliers and contractors understand their environmental responsibilities and can seek to improve our environmental performance.

The Community

We recognise and understand the significance of the local community within which we operate. We aim to enhance our contribution to the community by being sensitive to the needs of local people and groups and promoting ethical and socially responsible trading. We actively support, donate and encourage our staff to volunteer and participate to the following charities/non-profit organisations within our community - Better Bankside, Water Aid, Bankside Open Spaces Trust, Beormund Primary School and we encourage staff to participate in our client's Community Days to assist in the local community projects that lie within or close to their Development Projects.

Ethical Trading Initiative 'Base Code' and Fairtrade Foundation

Waterman Group recognises the work of the Ethical Trading Initiative 'Base Code' and Fairtrade Foundation in improving the conditions of workers, farmers and communities in developing countries. As part of its Corporate Social Responsibility the Group is committed to supporting, promoting and using, where practicable, Fairtrade goods and procuring goods and services sourced and produced in compliance with current legal requirements.

Waterman Group will:

- Endeavour to procure Fairtrade products (e.g. tea, coffee, sugar) for use at all offices in the UK and Ireland.
- Raise awareness of fair trade issues amongst staff, suppliers and consultants by providing information concerning the worldwide impact of unfair trade and the opportunities that fair trade provides to promote sustainable development.
- Preferentially select suppliers, service providers and consultants who support and use Fairtrade products and can demonstrate an ethical sourcing strategy.
- Support fair trade initiatives such as 'Fairtrade Fortnight and World Fairtrade Day'.
- Ensure that forced and compulsory labour and child labour is prevented in any of our international offices and discourage wherever possible their use throughout our supply chain.

James Bland



Group HR Director
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