



## ***Corporate Responsibility and Sustainability Policy***

Osborne has always understood the need to be a good corporate citizen. It is not only a moral obligation but in a group that has always strived to build long-term relationships with its stakeholders, it is good for business.

To paraphrase Brundtland, sustainability is the ability to meet the needs of the present without compromising the ability of future generations to meet their own needs. Osborne believes that sustainability and corporate responsibility are very closely linked.

We aim to generate a sustainable return to our shareholders on a long-term basis. We recognise our obligations to all who have a stake in our success – shareholders, employees, customers, suppliers and wider society – and seek to keep our responsibilities to them in balance. We are committed to engaging with all our stakeholders in an open, honest and straightforward way and to promoting responsible business practices throughout the group.

We will establish a range of Corporate Responsibility and Sustainability targets, measure and review our performance against them and report on an annual basis

Osborne's corporate responsibility and sustainability policy is applied in four main areas: marketplace, workplace, environment and community.

### **Marketplace**

Our mission is to understand our clients' business needs and deliver them in a way that delights those clients.

We will provide products and services of good value and consistent quality, reliability and safety. We operate a Quality Assurance management system accredited by BSI to ISO 9001/2000.

We will develop products and services that help our clients and ourselves to reduce our impact on the environment, both during the course of construction and throughout the life of the completed assets.

We will promote our services and ourselves in an ethical way at all times in accordance with our published Ethics policy.

We recognise the importance of our supply chain and will develop secure long-term relationships with our suppliers and subcontractors based upon mutual trust. We undertake to pay them on time and according to agreed terms. Our purchasing power will be used in accordance with our Ethics policy and will not be used unscrupulously.

## **Workplace**

We recognise that our employees are our most important asset. Their commitment to our core values enables us to achieve our goals and build our reputation.

We seek to recruit and retain good people that reflect the diversity of the communities in which we operate, to give equal opportunities to all of our staff, and to provide the training and development to help them have fulfilling and rewarding careers. We operate Equal Opportunities and Diversity policies to help us achieve this.

The health and safety of our employees and all those that we come into contact with is of paramount importance. We operate a Safety Management System in accordance with ISO 18001. We recognise that our responsibility extends beyond construction sites and have adopted policies to manage and minimise occupational road risk.

We will involve employees in continuously improving their own work methods and those of the group as a whole and are committed to achieving Investors in People across all divisions.

We have a strategy of regular communication with employees that enables them to contribute to policy and strategy and helps them understand the importance of their roles to the organisation. We believe that this is vital for the success of the business.

## **Environment**

The group recognises the fundamental importance of understanding the full impact of its activities on the environment and is committed to improving that impact through its Environmental policy.

We use an Environmental Management System that operates in accordance with ISO 14001 that is independently audited by the BSI.

Our most significant contribution to the environment will be through continually improving our efficiency both on site and in our offices and reducing the amount of waste generated. Where we do generate waste we will look to recycle it.

We will promote the use of recycled materials or those from sustainable sources. All our wood is purchased from suppliers certified for sourcing FSC, PEFC or other UK government timber.

We will monitor our carbon emissions generated through energy use and employee travel and will adopt a carbon offsetting strategy that invests in research into improving the sustainability of the products and techniques that we use.

## **Community**

Osborne is proud that our work, both in the public and private sectors, enhances the communities in which we operate. We maintain a local presence through offices close to our clients and the communities that provide our staff and supply chain. We support the local employment of trades and labour. We recognise the benefit that our profitability brings to the community in terms of employment, training, skills, and wealth creation.

We will donate 1% of our profit to charitable causes. Our focus is on local charities that support the care of children and the underprivileged. We also support a number of construction related charities.

We support employee involvement in fundraising for charities and voluntary work, recognising both the benefit to the community and to the employees themselves.

We operate Considerate Constructor Schemes on our larger contracts and are looking to extend this to all projects.

We operate in an industry where skilled resources are scarce and therefore we support a number of training and educational initiatives including scholarships and awards in construction related courses at major universities including Imperial College London, and the Universities of Birmingham, Portsmouth and Southampton.

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