



Sustainability Policy

Colas Rail is a significant UK provider of railway infrastructure and rail operations services. This policy reflects our commitment to embedding sustainability into everything we do to deliver sustainable rail solutions.

Throughout our operations we will:

- Keep people safe and work to improve the health and wellbeing of our staff
- Engage our people in sustainability and attract, develop and retain an engaged workforce
- Provide local suppliers and subcontractors an equal opportunity to compete for appropriate contracts
- Support local communities to leave a lasting legacy
- Protect and safeguard our railway heritage
- Reduce our greenhouse gas emissions and provide low carbon solutions for our customers
- Design solutions that ensure resilience to predicted future climate change and weather conditions
- Reduce the waste we generate, use our natural resources efficiently and source responsibly
- Protect and enhance ecological resources
- Collaborate with our clients and suppliers to drive sustainability throughout the supply chain
- Provide a safe, respectful and inclusive culture throughout Colas Rail and its supply chain, meeting internationally accepted ethics and labour standards
- Conduct our business with integrity and ethics in accordance with our company's and Group's policies and guidelines
- Drive a culture of learning and innovation across the business

The Chief Executive has overall responsibility for this policy which will be implemented by each Managing Director in their divisions.

A handwritten signature in blue ink, appearing to read "JP Bertrand", written over a white background.

Jean-Pierre Bertrand
Chief Executive Officer