

BAM UK & Ireland

Social Sustainability Policy Statement

BAM UK & Ireland is an operating division of Royal BAM Group n.v. and consists of three business segments: BAM Construction, BAM Infrastructure and BAM Ireland.

This policy is applicable to all BAM UK & Ireland activities. It sets out our approach to Social Sustainability and alignment with the UN Sustainable Development Goal (SDG) 8 to engage with communities and to enhance people's lives.

In particular we are committed to *"Building a sustainable Tomorrow"* by:

- Identifying and enhancing all positive social impacts of our operations
- Implementing our management system processes and procedures to maximise social impact
- Promoting awareness of social sustainability to all employees and our supply chain
- Monitoring performance and report against clear social sustainability objectives and targets
- Utilising social value data and insights to drive decision making
- Embracing and implementing industry best practice
- Carrying out volunteering and other activities that deliver benefit to local communities
- Undertaking regular audits and reviews of the effectiveness of the management system

This policy is achieved by effective operation of our integrated management systems together with the active leadership, participation, professionalism and commitment of all personnel. The management systems aim to meet the requirements of the division, our clients and other interested parties.

The Divisional Leadership Team regards the responsibility of management in implementing this policy statement to be fundamental to BAM UK & Ireland Division meeting its standards and commitments.

Executive Directors are responsible for ensuring the implementation of this policy within their area of control.

Our approach provides the framework to set and monitor objectives with key focus on three themes:

Social Mobility

Empowering individuals through inclusive and accessible pathways in:

- education
- employment
- training programmes

Foundational Economy

Building local community wealth by:

- maximising opportunities for local procurement
- investing in voluntary/community organisations/social enterprises
- volunteering our time skills and expertise

Social Inclusion

Creating a sustainable legacy by:

- actively engaging with local communities
- putting diversity, equity and inclusion at the centre of all that we do

The COO for UK & Ireland has appointed a Director of Social Sustainability to ensure awareness of this policy is promoted throughout the Division, the effectiveness is monitored and areas for continual improvement identified and implemented.

This policy statement has been approved electronically. Proof of approval can be seen upon request

John Wilkinson
Chief Operating Officer
BAM UK and Ireland

