

Corporate Responsibility Policy Statement

As a UK civil engineering and construction company that works in new environments and communities every day, JN Bentley and the people we employ have a responsibility to contribute positively to the people and places we work with.

Underpinning this is our Corporate Responsibility (CR) programme.

The programme delivers initiatives that we use to fulfil our purpose of **Engineering Sustainable Outcomes** for Our Shareholder, Our People, Our Customers, Our Community, and Our Environment.

We will Engineer Sustainable Outcomes for...

...Our Shareholders

To ensure the long-term viability of the company we recognise the need to deliver shareholder value with sustainable returns; we achieve this by working collaboratively with our clients to harbour lasting relationships that are profitable for the business.

...Our People

We employ a large number of people across both office and remote site locations and have a responsibility to create a workplace where all of these employees are safe, have a voice, reach their potential, prosper, share rewards, and are happy.

To keep employees safe we are committed to our **Health and Safety Strategy** and our vision of achieving zero injuries and zero instances of work related ill health, working in accordance with our policies, standards and responsibilities. Key to reaching zero is incident reporting; all employees are regularly reminded of its importance.

Employees are given a voice through a variety of two-way engagement tools, including employee forums and Director-led 'E-S-O Events'. Feedback allows us to create an improved working environment for our people.

We help employees reach their potential and then prosper by investing in education

programmes that incentivise talented people to join and then stay with the business. This includes apprenticeships, higher education courses, graduate/trainee development courses, and training for both site and management staff.

It is important to reward outstanding performance – something we do through monthly Be Recognised Awards.

...Our Customers

We work hard to develop lasting relationships with our customers, delivering projects collaboratively and in a spirit of openness and honesty.

We have a drive to work innovatively to find more efficient solutions to traditional engineering problems, and always look to work in a way that makes customer operations safer, more efficient and more sustainable – delivering outcomes 'right first time' – on programme and within budget.

We use our **Cost and Efficiency Focus** to promote initiatives that create a culture where our people are passionate about saving cost and increasing our efficiency – working to the principal that everything we do adds value.

We are committed to Building Information Modelling (BIM) and are working hard to develop our skills and expertise in this field.

A significant proportion of our turnover is procured through our supply chain so it is vital our suppliers and subcontractors meet the high standards demanded by ourselves and our customers.

All members of the supply chain are assessed for competency and, as well as operating longer-term agreements, we consider engaging with local suppliers where possible.

...Our Community

We are the public face of our clients when out on site so we work hard to maintain a good relationship with the local community

and aim to leave a positive legacy when we leave.

We encourage our teams to add value to the communities in which we work by utilising their skills, time and expertise to support local projects; these are looked at on a case-by-case basis at the discretion of line managers.

We also support the efforts of employees outside of work by matching their fundraising for registered charities up to a maximum value per annum.

Local partnerships with schools are established to support the professional development of employees and encourage talented young people into the world of engineering.

...Our Environment

As engineers, our operations have a direct impact on the environment so it is important that we use our expertise to minimise this impact and be respectful to our planet and its resources.

Our vision is to achieve zero environmental incidents and legal breaches.

To achieve this, our management of the environment is proactive and goes beyond programmes of mandatory compliance.

We monitor carbon emissions and procure sustainably, considering factors such as supplier locality when making purchases. We follow the waste hierarchy when disposing of materials and divert as much waste as possible from landfill.

We continue to communicate to employees the importance of environmental management and promote the importance of environmental incident reporting – which will be key in us achieving our vision.



Paul Bentley

Managing Director, June 2016