

Corporate Responsibility Policy

John Laing is engaged in the investment, funding, management and operation of projects within the transport and community infrastructure. This policy statement applies to all spheres of John Laing's operations and to the activities of those wholly owned subsidiaries within the Group. Where the Group has a minority interest in operations, we will use our influence to ensure that the relevant operation adopts compatible policies.

John Laing recognises both the business imperative and the moral obligation to carry out our activities in a socially responsible and environmentally sustainable manner. Building on our long history of social awareness and charitable work, the Group's aim is to contribute to a sustainable future through:

- Our staff – who will be trained and developed in roles providing fulfilling employment whilst maintaining a culture that encourages an enjoyable life-work balance.
- Our clients and investors - who we will listen to in order that we can deliver sustainable infrastructure solutions which exceed expectations.
- Our supply chain – who we will collaborate with to develop long term partnerships based upon fair procurement methods, where shared and mutual reward is our objective.
- Environmental awareness – we will promote solutions that minimise the consumption of all forms of resource, with a consistent goal of the protection of natural supplies and reducing the carbon footprint of our assets and the volume of waste sent to landfill.
- Our role in the community – we will recognise the environmental, social and economic needs of the communities in which we work and involve them in suitable initiatives that utilise our skills, time and financial support.
- Our product and services – we will develop assets using sustainable, safe methods of work and continue to operate them during the full concession period, striving to continuously improve our service for the benefit of all stakeholders.

- **Business conduct** - we are committed to carrying out our business with high standards of integrity and ethics: avoiding unfair anti-competitive practices; ensuring that Company information is maintained confidentially and securely; and avoiding all forms of corruption and bribery. Employees should declare any outside business interests and any conflicts of interest which may arise.

This statement is available to all interested parties and regularly reviewed to ensure it remains relevant to our business. It is supported by the following specific policies:

Energy and Water Usage, Waste, Natural Environment

Community Investment

Sustainable Procurement

Employment policies including Equal Opportunities;

Quality Assurance, Environmental, Health and Safety

Business Continuity

Ethics and Fraud

Each of these policies contain detailed objectives that are communicated internally to our employees, with the intent that all individuals are made aware of their CR responsibilities in the workplace.



Adrian Ewer
Chief Executive

Reviewed and updated October 2011

John Laing
making infrastructure happen