



CORPORATE SOCIAL RESPONSIBILITY POLICY

THE AIM OF THE POLICY

The aim of the Corporate Social Responsibility Policy is to provide clarity around the framework and further communicate ATG's commitment to providing a sustainable future which involves balancing economic, social, community, intellectual and environmental development. This policy seeks to support our culture and company values where we continually reduce our environmental footprint and we act in a socially responsible and ethical manner in regard to our various operations.

THE POLICY

The Policy is underpinned by the five following areas:

- Our Environment and its Sustainability
- Our Community and Society
- Our Ethics
- Our Peoples
- Our Values

OUR ENVIRONMENT AND ITS SUSTAINABILITY

Our vision is based on a fundamental belief that by embracing the sustainability agenda and process through our own actions in the work that we undertake and by helping clients implement sustainability strategies that reduce cost and generate value, our own business will become more sustainable, grow stronger and thrive.

We recognize our responsibility to our clients and the communities within which we operate, both present and future. We are committed to help secure a better, more sustainable future for all through the actions we take, how we manage and undertake construction activities, advice that we provide and the example that we set.

- We will undertake our business operations in line with best practice and continue to pursue improvement in the management of our construction operations to reduce the impact on the environment
- We will work with our clients to pursue, promote and develop sustainable business outcomes

- We will set a strategy and reporting procedures that will ensure continual improvement of our sustainability performance
- We will ensure that our staff are involved in the implementation of this policy and have a comprehensive understanding of sustainability and climate change
- We will be an advocate for sustainability in the wider business community by actively engaging with our suppliers and business partners to develop the values and approaches that will help to deliver a more sustainable society

OUR COMMUNITY AND SOCIETY

We are committed to the communities in which we live and work. We understand the impacts we create on the local community in the everyday running of our business. Furthermore, it is ingrained within our company values and the culture of our people to give back to the community. As such we actively support nominated charities within the communities we live and work. Furthermore, it is the expectation both in a corporate and individual sense that:

- We will continue to encourage those employees who like to involve themselves in public and charitable service.
- We will continue to give our time and expertise for free to local community groups and voluntary organisations
- We will aim to build long-term relationships with our suppliers and support small and local businesses
- In our charitable giving we aim to work together with charities and create a partnership that is in tune with our business values

OUR ETHICS

ATG is committed to achieving and maintaining the highest standards of ethical conduct, morals and integrity. We seek to comply with all laws and regulations, human rights, accounting standards, and ethical guidelines in the pursuit of business excellence. We are guided by our company values of which provide direction and substance to our culture.

OUR ETHICS (CONTINUED)

- Our Company Values whereby our employees are expected to follow a high standard of behavior at all times, both professionally and personally.
- Zero tolerance approach to Bribery, Fraud and Corruption as supported by the corporate policies addressing such areas of concern
- Zero tolerance approach to harassment or unwanted behavior or conduct that a recipient finds intimidating, upsetting, embarrassing, humiliating or offensive, or that violates a person's dignity. We actively promote a culture in which harassment is known to be unacceptable and where employees are confident they may make a complaint without fear of ridicule or reprisal

OUR PEOPLE

ATG is committed to achieving and maintaining the highest standards of ethical conduct, morals and integrity. We seek to comply with all laws and regulations, human rights, accounting standards, and ethical guidelines in the pursuit of business excellence. We are guided by our company values of which provide direction and substance to our culture.

Values captures the true spirit of our organization. In our relationships with clients, with each other, with suppliers and business partners, our values are our foremost standard of conduct; we strive to treat all stakeholders with these values as our guidance.

Fundamentally, our business is based around:

- People being the foundation of our business and we encourage development and growth of all of our people throughout the business. We extend this ethos to our relationships with clients and will continue to do so
- We will respect our people and encourage their development and training and ensure that we have an appropriate People and Culture function to facilitate this.
- We aim to be a business that is fully supportive of a diverse workforce including both gender and ethnicity. We will continue to promote equality and diversity and always consider the health and wellbeing and the work-life balance of our people
- We aim to empower our people; we will consult and provide two-way communication for all matters right across the business and work tirelessly to ensure that we create a platform for open and respectful communication
- We will recognize individual contributions and reward our people fairly and inline with performance. Our aim is to offer our people a full and satisfying career to allow a long and fulfilling career.

OUR VALUES

ATG is passionate about having a powerful set of values that provides guidance and direction for our employees that are universally followed.

These values are:

- WE GO HOME SAFE and well - We prioritise holistic health for safety and wellbeing at all times.
- WE DO WHAT WE SAY - Act genuinely and with integrity, aligning our words with action.
- WE GROW TOGETHER - Embrace our values, creating an environment for all to thrive.
- WE COLLABORATE - Foster collaboration through open communication and inclusiveness.
- WE BRING A DYNAMIC MINDSET - Embrace problem-solving with a proactive and dynamic mindset.
- WE ARE FUTURE FOCUSED - Drive success with a forward-focused mindset and determination.

ROLES & RESPONSIBILITIES

The Board of Directors are accountable for ensuring this policy is implemented, in conjunction with the Department or Team Leaders in each geographic location. They are responsible for shaping an organisational culture and environment with professional standards that are conducive to achieving the objectives of this policy.

The People & Culture Team is responsible for developing, reviewing, training and implementing policies, procedures and guidelines relating to corporate social responsibility, employee health and safety and general policies.

All employees are responsible for their actions (individually and collectively) and embracing this policy, and for reporting any suspected breaches of this policy or any other associated policies.



Elliot McCarthy
National Director
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