



Social Value Policy

This policy is aligned to the Colas Group CSR Strategy 'Act and Commit Together' and sits within the theme 'Offer our customers and users solutions that meet the challenges of sustainable solutions in local communities'. This policy will be communicated throughout the organisation including all subsidiaries: and is readily available to interested parties on request and will be kept as documented information. Colas 'whole team approach' to Social Value ensures our staff and supply chain contribute to shared objectives, leaving a legacy of benefits for the communities in which we live and work. We will promote a culture of social responsibility and build effective relationships with communities to achieve the objectives of The Real Why strategy by:

Promote Local Skills and Employment, by

- Creating high quality employment and apprenticeship opportunities supported by pre-employment support, taster days and work placements;
- Removing barriers to employment for underrepresented and disadvantaged groups, working alongside specialist delivery partners in the locality of business units/projects, enabling social mobility through access to training and skills development to progress within Colas;
- Promoting careers in our industry via our SV Champion network.

Support the Growth of Responsible Regional Business by

- Collaborating with our supply chain and delivery partners to collectively achieve results, ensuring commonality in ethics, and supporting access to training/other support.
- Procuring goods and services locally, driving local economic benefit from the work available, and increasing the number of VCSE's within our supply chain;
- Improve the health and wellbeing of our staff and supply chain staff through the provision of access to mental health support and physical health initiatives.

Enable Healthier, Safer and More Resilient Communities by

- Being a good corporate citizen, communicating openly to promote and enhance good community relations;
- Maintaining a community involvement programme which gives staff time to charitable organisations as per our community investment policy, ensure staff use their 2 days per year;
- Develop stakeholder relationships to deliver schemes of work which reduce inequalities through targeted work with specific communities and organisations.

Decarbonise and Safeguard our World, being carbon net zero by 2040 through

- Supporting the objectives of Colas Net Zero strategy;
- Prioritise environmental volunteering projects, involving communities, supply chain and clients wherever possible;
- Reusing surplus and scrap items in community projects where possible, to contribute to circular economy solutions.

Monitoring and Reporting

Monitoring processes are managed by the Social Value Team via SMARTWaste ensuring consistent performance monitoring across Colas UK. Where clients have a different requirement, these will be aligned to enable compliant reporting. We also maintain case studies and anecdotal information within Colas case study bank.

This policy will be communicated throughout the organization including subsidiaries.

Chief Executive Officer

T. Madelon

Ref: C-I-1-MS-V.10-V.4-September'2025