

As one of the UK's leading construction and property services organisations, BAM Construct UK Ltd is committed to making a difference in the communities in which we work and live. We aim to be sensitive to our local communities' social and economic needs and enhance the benefits that our business activities bring. As well as demonstrating good corporate citizenship, it helps to develop and strengthen our links with the communities in which we are based, and also support one of our key business goals in making BAM a great place to work.

To achieve these aims we focus on two key areas:

Being a considerate neighbour

BAM aims to establish open communications and good working relationships with our neighbours. We adopt a serious and proactive approach to minimising any disruption we have on local communities.

Our construction arm is an associate member of the Considerate Constructors Scheme which is a national scheme to improve the image of the construction industry. Our commitment requires all BAM construction sites to register and adopt the scheme's Code of Practice. We will review and report publicly on performance annually.

Engaging with our communities

BAM has a strong tradition of community involvement and charitable support. We aim to make a positive contribution to the community through the development of, and involvement in, a range of initiatives and programmes, working closely with our different stakeholders. BAM is also committed to working with and supporting our customers in achieving their aspirations for making a difference in the community.

Our community engagement programme 'Making **TIME** for Communities' sets out the community and charitable activities we will support as a business which relate to

- Training and local employment
- Inclusion
- Education

Support for volunteering

As a key pillar of this policy BAM will allow employees up to two working days or 16 hours paid leave a year to spend on volunteering for approved projects that fit with our community engagement programme.

Responsibility for the direction and implementation of this policy and our Community Engagement Programme lies with BAM's Corporate Social Responsibility Committee.

BAM's Community Engagement Manager is responsible for day-to-day implementation of this policy and is supported by the company's regional Community Champions, Education Co-ordinators, HR Managers and Sports and Social Clubs.

BAM will measure and publicly report on our community activities and the contribution that we make to society on a yearly basis. We will aim to achieve year-on-year improvement.



James Wimpenny

Chief Executive

BAM Construct UK Limited