





About this GRI content index

Our 2019 responsible business report (RBR) has been prepared in accordance with the GRI (Global Reporting Initiative) Standards, Core option. This GRI content index provides referencing to our RBR for GRI Standards requirements (based on GRI 101: Foundation 2016¹), together with additional detail.

The index sets out references relating to the 12 material topics listed on page 26 of the RBR (Materiality). Our policies – a primary element of our Management Approach (Disclosure 103-2) – can be requested from the company secretary (cosec@morgansindall.com). Due to our decentralised approach, our Group policies provide minimum standards applicable to all our divisions. The divisions will adapt policies with additional requirements that are specific to their individual businesses. We regularly and frequently update our policy frameworks, such as health and safety, at Group level, while other policies are updated on different timelines at divisional levels.

A selection of documents currently available includes:

- Health and safety management policy framework
- Ethics policy, including anti-corruption and anti-bribery
- Timber sourcing policy
- Modern slavery statement
- Tax strategy

We are reviewing and updating the following policies, which will be published on our website in due course:

- Responsible business policy
- Sustainable procurement policy
- Environmental policy
- Social value policy

Our 2019 RBR accompanies the content in our 2019 annual report (AR) and information online at www.morgansindall.com.

¹ Note the year 2016 in this content index refers to the GRI Standards document issue date, not the reporting period (see Disclosure 102-50).

Material topics – index navigator

| Material topic | Relevant Total Commitment | GRI – Category | GRI Standards – Specific, other GRI indicator |
|--------------------------------------|--|--|---|
| Health and safety, wellbeing | Protecting people | <ul style="list-style-type: none"> Occupational Health and Safety Employment | 403-1, 403-2 401-2 |
| Training and developing employees | Developing people | <ul style="list-style-type: none"> Employment Training and Education | 401-1 404-1, 404-2 |
| Employee engagement | | <ul style="list-style-type: none"> Stakeholder Engagement Employment | 102-43 401-2 |
| Diversity and inclusion | | <ul style="list-style-type: none"> Diversity and Equal Opportunity | 405-1 |
| Climate change | | Improving the environment | <ul style="list-style-type: none"> Economic Performance Emissions |
| Waste management | <ul style="list-style-type: none"> Effluents and Waste | | 306-3 |
| Supplier engagement (and assessment) | Working together with our supply chain | | <ul style="list-style-type: none"> Supplier Environmental Assessment Supplier Social Assessment |
| Opportunities for young people | Enhancing communities | <ul style="list-style-type: none"> Indirect Economic Impacts Employment Local Communities | 203-2 401-1 419-1 |
| Community engagement | | <ul style="list-style-type: none"> Stakeholder Engagement Local Communities Socio-economic Compliance | 102-43 419-1 |
| Efficient management of operations | | These material topics relate to the Group's corporate governance framework, which underpins our Total Commitments. | <ul style="list-style-type: none"> Economic Performance |
| Corporate governance | <ul style="list-style-type: none"> Governance | | 102-18 |
| Client engagement | <ul style="list-style-type: none"> Stakeholder Engagement | | 102-43, G4-PR5 |

GRI Standards disclosures

GRI 102: GENERAL DISCLOSURES 2016

| Disclosure number | Page references and supporting notes |
|---|--|
| Organisation profile | |
| 102-1 Name of the organisation | AR 1 |
| 102-2 Activities, brands, products, and services | AR 1 |
| 102-3 Location of headquarters | AR 144, back cover |
| 102-4 Location of operations | AR 1, 137 |
| 102-5 Ownership and legal form | AR 144 |
| 102-6 Markets served | AR 1, 4 |
| 102-7 Scale of the organization | AR 2, 6, 11-21 RBR 27 |
| 102-8 Information on employees and other workers | RBR 28 All employees are in the UK region. No temporary employment contracts included in data. The Group offers employees the opportunity to work part time where the nature of the work and role allow sufficient flexibility (no data available on total number of employees by employment type (full-time and part-time), by gender (GRI 102-8c) however). Workers carry out a significant portion of activities across a range of construction related tasks. Any variations in numbers of employees reported in the year (GRI 102-8 a-c) are insignificant. Each division operates its own HR data system. |
| 102-9 Supply chain | AR 6-9 RBR 30 2019 CDP response: Forests disclosure (https://www.morgansindall.com/responsibility/reports-and-publications) (s.0.7a, F1.1, 1.4, 1.5a). We ensure all timber products purchased for either temporary or permanent inclusion in our projects shall be certified as legally and sustainably sourced, in line with our Timber policy, and as defined by the UK Government Central Point of Expertise on Timber (CPET). We sourced 27,191 cubic metres of timber in 2018. |
| 102-10 Significant changes to the organisation and its supply chain | AR inside front cover, 11, 23, 37 No significant changes to organisation/supply chain were recorded. |
| 102-11 Precautionary principle or approach | We recognise that it is typically more cost effective to take advance action to prevent negative impacts than it is to deal with the consequences after they have occurred. We also believe that many of the challenges associated with sustainable construction actually represent business opportunities when managed correctly. |

GRI disclosures *(cont)*

| GRI 102: GENERAL DISCLOSURES 2016 <i>(CONT)</i> | |
|--|---|
| Disclosure number | Page references and supporting notes |
| Organisation profile <i>(cont)</i> | |
| 102-12 External initiatives | RBR 4, 7, 11, 13, 15, 22, 25 2019 CDP response: Forests disclosure (https://www.morgansindall.com/responsibility/reports-and-publications) (s. 1.5a, 6.1b) |
| 102-13 Membership of associations | RBR 25 |
| Strategy | |
| 102-14 Statement from senior decision-maker | RBR 3 |
| Ethics and integrity | |
| 102-16 Values, principles, standards, and norms of behaviour | AR 2, 3, 7, 33 |
| Governance | |
| 102-18 Governance structure | AR 37 RBR 25 |
| Stakeholder engagement | |
| 102-40 List of stakeholder groups | AR 9 |
| 102-41 Collective bargaining agreements | RBR 28 |
| 102-42 Identifying and selecting stakeholders | AR 9, 36, 38 RBR 26 |
| 102-43 Approach to stakeholder engagement | AR 6, 7, 9, 38 2019 CDP response: Forests disclosure (https://www.morgansindall.com/responsibility/reports-and-publications) (s. 1.6) |
| 102-44 Key topics and concerns raised | AR 28, 45, 48 RBR 26, 30 |
| G4-PR5 Material topic: Engaging with customers | AR 45 RBR 30 |

GRI disclosures *(cont)*

| GRI 102: GENERAL DISCLOSURES 2016 <i>(CONT)</i> | |
|---|--|
| Disclosure number | Page references and supporting notes |
| Reporting practice | |
| 102-45 Entities included in the consolidated financial statements | AR 137-142, Notes to Financial Statements – non-UK administrative entities are out of scope. |
| 102-46 Defining report content and topic boundaries | GRI content index 14-15 |
| 102-47 List of material topics | RBR 26 |
| 102-48 Restatements of information | None |
| 102-49 Changes in reporting | No topic boundary changes are recorded. |
| 102-50 Reporting period | 1 January 2019 to 31 December 2019 |
| 102-51 Date of most recent report | The most recent previous report from Morgan Sindall Group plc was the 2018 annual report (with responsible business content), dated February 2019, accompanied by the 2018 responsible business report, published in April 2019. The 2019 annual report and 2019 responsible business report were published in March 2020. |
| 102-52 Reporting cycle | Annual |
| 102-53 Contact point for questions regarding the report | Clare Sheridan, Company Secretary: cosec@morgansindall.com |
| 102-54 Claims of reporting in accordance with the GRI Standards | The Group's reporting has been prepared in accordance with the GRI Standards, Core option. |
| 102-55 GRI content index | GRI content index available online at (https://www.morgansindall.com/responsibility/reports-and-publications). |
| 102-56 External assurance | RBR 25 We do not currently externally assure our sustainability report; greenhouse gas emissions data are externally verified through Achilles' CEMARS. |

GRI disclosures *(cont)*

| TOPIC SPECIFIC GRI STANDARDS INCLUDING GRI 103: MANAGEMENT APPROACH 2016 | |
|--|---|
| Disclosure number | Page references and supporting notes |
| ECONOMIC | |
| Economic performance 2016 | |
| 103-1 Explanation of the material topic and its boundary | AR 27, 34, 56 RBR 13 |
| 103-2 The management approach and its components | AR 34, 44, 55, 56 RBR 4, 13 |
| 103-3 Evaluation of the management approach | AR inside front cover, 8, 56, 57 |
| 201-1 Direct economic value generated and distributed | AR 2, 11-22, 90-133 RBR 2, 27 |
| 201-2 Financial implications and other risks and opportunities due to climate change | 2019 CDP response (https://tinyurl.com/y9jmlax) (public domain, registration required) AR 34, 55, 56 Carbon performance review (https://www.morgansindall.com/responsibility/reports-and-publications) |
| Indirect economic impacts 2016 | |
| 103-1 Explanation of the material topic and its boundary | AR 6, 9, 35 RBR 20 |
| 103-2 The management approach and its components | RBR 22, 25 RBR 4 AR 2, 9, 35, 48 |
| 103-3 Evaluation of the management approach | RBR 22, 24, 30 |
| 203-1 Infrastructure investments and services supported | AR 1, 16, 35 RBR 21, 22 The Group uses the Local Multiplier 3 (LM3) tool (see RBR 19) to measure the social value impact of our activities on applicable projects. RBR 30 Under the 2012 Social Value Act, the public and private sectors are expected to work together for the broader social benefit of communities. 100% of our divisions engage with the local communities in which they operate. Project programmes are designed to minimise the impact of construction activities on communities. |

GRI disclosures *(cont)*

TOPIC SPECIFIC GRI STANDARDS INCLUDING GRI 103: MANAGEMENT APPROACH 2016 *(CONT)*

| Disclosure number | Page references and supporting notes |
|---|--|
| Indirect economic impacts 2016 <i>(cont)</i> | |
| 203-2 Significant indirect economic impacts | AR 55, 113 RBR 11 RBR 21, 22 We have developed a social value bank (SVB) (see RBR 22), which tracks and records activities on our projects that can add value to local communities, such as procuring locally, providing training and apprenticeships, donating materials and holding community events. RBR 30 |

ENVIRONMENTAL

Emissions 2016

| | |
|--|---|
| 103-1 Explanation of the material topic and its boundary | AR 27, 34, 56, 57 RBR 13 GRI content index 14-15 |
| 103-2 The management approach and its components | AR 34 RBR 4 2019 CDP Climate disclosure (https://tinyurl.com/y9jmlax) (public domain, registration required) RBR 15 |
| 103-3 Evaluation of the management approach | AR 43, 44, 56, 57 (data are externally verified by CEMARS) |
| 305-1 Direct (Scope 1) GHG emissions | AR 56, 57 RBR 12, 13, 29 2019 CDP Climate disclosure (C6.5, C6.7 https://tinyurl.com/y9jmlax) (public domain, registration required) (ref: GRI 305-1e); No biogenic emissions from our operations (ref: GRI 305-1c) Carbon performance review (ref: GRI 305-1d) (https://www.morgansindall.com/responsibility/reports-and-publications) |
| 305-2 Energy indirect (Scope 2) GHG emissions | AR 56, 57 RBR 12, 13, 29 2019 CDP Climate disclosure (C6.5, C6.7 https://tinyurl.com/y9jmlax) (public domain, registration required). Location-based and market-based data are available; market-based data only available via our CDP submission (CDP s6.2). Carbon performance review (ref: GRI 305-2d) (https://www.morgansindall.com/responsibility/reports-and-publications) |

GRI disclosures *(cont)*

| TOPIC SPECIFIC GRI STANDARDS INCLUDING GRI 103: MANAGEMENT APPROACH 2016 <i>(CONT)</i> | |
|--|---|
| Disclosure number | Page references and supporting notes |
| Emissions 2016 <i>(cont)</i> | |
| 305-3 Other indirect (Scope 3) GHG emissions | AR 54, 56, 57 RBR 12, 13, 29 2019 CDP Climate disclosure (C6.5, C6.7 https://tinyurl.com/y9jmlax) (public domain, registration required); No biogenic emissions from our operations (ref: GRI 305-1c). 2019 CDP Forests disclosure: (https://www.morgansindall.com/responsibility/reports-and-publications) F.6.1b – zero net deforestation commitment Carbon performance review (ref: GRI 305-3e) (https://www.morgansindall.com/responsibility/reports-and-publications) |
| 305-4 GHG emissions intensity | AR 57 RBR 29 2019 CDP disclosure (https://tinyurl.com/y9jmlax) (public domain, registration required) |
| Effluents and waste 2016 | |
| 103-1 Explanation of the material topic and its boundary | AR 27, 55, 56 GRI content index 14-15 CDP 2019 Climate submission (https://www.cdp.net/en/saml/new) (C2.4, C12.3) (public domain, registration required) |
| 103-2 The management approach and its components | AR 10, 27, 34, 56 RBR 4, 13 |
| 103-3 Evaluation of the management approach | RBR 14, 29 |
| 306-2 Waste by type and disposal method | AR 34, 55, 56 RBR 14, 29 Partially reported as we do not currently report waste by type and disposal method. We are in the process of setting up a 'waste desk' which will give our divisions access to better waste reporting systems and provide increased visibility and control of their waste streams. |
| 306-3 Significant spills | Our environmental management systems recorded no significant spills in the reporting period. |

GRI disclosures *(cont)*

| TOPIC SPECIFIC GRI STANDARDS INCLUDING GRI 103: MANAGEMENT APPROACH 2016 <i>(CONT)</i> | |
|--|--|
| Disclosure number | Page references and supporting notes |
| Environmental compliance 2016 | |
| 103-1 Explanation of the material topic and its boundary | AR 27, 34, 55, 56 GRI content index 14-15 |
| 103-2 The management approach and its components | AR 34, 55, 56 RBR 13 |
| 103-3 Evaluation of the management approach | AR 27, 55, 56 |
| 307-1 Non-compliance with environmental laws and regulations | RBR 29 We recorded no cases of fines or non-monetary sanctions in the reporting period. We recorded no significant non-compliance with environmental laws and/or regulations. |
| Supplier environmental assessment 2016 | |
| 103-1 Explanation of the material topic and its boundary | AR 27 RBR 13, 17, 29 GRI content index 14-15 |
| 103-2 The management approach and its components | AR 27, 34, 45 RBR 4, 13, 17 2019 CDP response: Forests disclosure (https://www.morgansindall.com/responsibility/reports-and-publications) (s.F3) |
| 103-3 Evaluation of the management approach | AR 54, 56 RBR 29 |
| 308-1 New suppliers that were screened using environmental criteria | RBR 17, 24, 30 The performance of all subcontractors and suppliers is rated according to set criteria such as quality, safety and social value, as well as sustainability. |

GRI disclosures *(cont)*

| TOPIC SPECIFIC GRI STANDARDS INCLUDING GRI 103: MANAGEMENT APPROACH 2016 <i>(CONT)</i> | |
|--|--|
| Disclosure number | Page references and supporting notes |
| SOCIAL | |
| Employment 2016 | |
| 103-1 Explanation of the material topic and its boundary | AR 2, 3, 6, 10, 28, 55 RBR 8-9, 10 GRI content index 14-15 |
| 103-2 The management approach and its components | AR 2, 3, 6, 7, 9, 28, 34-36, 46, 55 RBR 4, 10 |
| 103-3 Evaluation of the management approach | AR 11, 50-53 RBR 10, 28 https://www.morgansindall.com/responsibility/our-total-commitments/ |
| 401-1 New employee hires and employee turnover | AR 3, 50-53 RBR 8, 9, 10, 28 We currently do not report (i) new employee hires by age or gender, or (ii) employee turnover by age group and gender. We continue to assess whether or not there is a valid business case for reporting this data. Reason for omission: information unavailable. Data relates to the UK which is the principal region in which we operate. |
| 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | AR 7, 9, 28, 32, 35, 45, 52 RBR 9-11 There are no benefits that are unavailable to part-time employees. Access to some benefits – where they are offered at divisional levels – is uniformly dependent on seniority, examples include life insurance and health cover. |
| Occupational health and safety 2016 | |
| 103-1 Explanation of the material topic and its boundary | AR 3, 54 GRI content index 14-15 |
| 103-2 The management approach and its components | AR 27, 34, 54, 55 RBR 4-7, 25 Modern slavery statement https://www.morgansindall.com/assets/Uploads/Governance/Modern-Slavery/2196e25afe/Modern-Slavery-Human-trafficking-statement-final-June-2019.pdf |

GRI disclosures *(cont)*

| TOPIC SPECIFIC GRI STANDARDS INCLUDING GRI 103: MANAGEMENT APPROACH 2016 <i>(CONT)</i> | |
|---|---|
| Disclosure number | Page references and supporting notes |
| Occupational health and safety 2016 <i>(cont)</i> | |
| 103-3 Evaluation of the management approach | AR 27, 55 RBR 28 |
| 403-1 Workers representation in formal joint management-worker health and safety committees | RBR 6 Our Board health, safety and environment committee helps to monitor, and advise on, occupational safety programmes. Its members also carry out site visits. The committee is a Group-level instrument of governance that represents all workers under our control and that can engage with workers at site level. The committee is chaired by one of the Board's non-executive directors and reports to the Board regularly. |
| 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | AR 3 RBR 28 https://www.morgansindall.com/responsibility/our-total-commitments/ Our number one priority is to protect the health, safety and wellbeing of everyone – including employees and subcontractors/suppliers on site – connected to our business. We do not however break down safety data by employee type, or contractor. |
| 403-4 Health and safety topics covered in formal agreements with trade unions | Everyone who attends our offices and sites is required to comply with our health and safety policies and procedures. Anyone attending a project site is required to undertake a site induction prior to entering the site itself. The induction will include a detailed discussion of health and safety including matters specific to the particular project. |
| Training and education 2016 | |
| 103-1 Explanation of the material topic and its boundary | AR 2, 10 RBR 8-10 GRI content index 14-15 |
| 103-2 The management approach and its components | AR 10 RBR 4, 8-10 |
| 103-3 Evaluation of the management approach | AR 11 RBR 29 |

GRI disclosures *(cont)*

| TOPIC SPECIFIC GRI STANDARDS INCLUDING GRI 103: MANAGEMENT APPROACH 2016 <i>(CONT)</i> | |
|--|---|
| Disclosure number | Page references and supporting notes |
| Training and education 2016 <i>(cont)</i> | |
| 404-1 Average hours of training per year per employee | AR 11 RBR 8-9, 28 https://www.morgansindall.com/responsibility/our-performance/ We do not split the data by gender or by employee category. Reason for omission: data not available. |
| 404-2 Programmes for upgrading employee skills and transition assistance programmes | AR 28 RBR 8-10, 28 We do not provide transition assistance programmes; any support to employees at career endings receive normal guidance as per good HR practices and in compliance with relevant regulations in the UK. |
| Diversity & equal opportunity 2016 | |
| 103-1 Explanation of the material topic and its boundary | AR 9 RBR 10 GRI content index 14-15 |
| 103-2 The management approach and its components | AR 52-53 RBR 4, 8-10 |
| 103-3 Evaluation of the management approach | AR 52 |
| 405-1 Diversity of governance bodies and employees | AR 40, 52 RBR 8-10 |
| Supplier social assessment 2016 | |
| 103-1 Explanation of the material topic and its boundary | AR 27, 34, 45, 54, 56 RBR 17 GRI content index 14-15 |
| 103-2 The management approach and its components | AR 35, 48, 54 RBR 4, 17 |
| 103-3 Evaluation of the management approach | AR 54 RBR 17, 30 |
| 414-1 New suppliers that were screened using social criteria | RBR 17, 30 |

GRI disclosures *(cont)*

TOPIC SPECIFIC GRI STANDARDS INCLUDING GRI 103: MANAGEMENT APPROACH 2016 *(CONT)*

| Disclosure number | Page references and supporting notes |
|--|---|
| Local communities 2016 | |
| 103-1 Explanation of the material topic and its boundary | AR 2, 3, 6, 7 RBR 19, 20 GRI content index 14-15 |
| 103-2 The management approach and its components | AR 7, 8, 9, 34, 35, 36, 48 RBR 4 |
| 103-3 Evaluation of the management approach | AR 7, 8, 120 RBR 19, 22 |
| 413-1 Operations with local community engagement, impact assessments, and development programmes | AR 7, 8 RBR 19, 22 |
| Socioeconomic compliance 2016 | |
| 103-1 Explanation of the material topic and its boundary | RBR 25 AR 2-3, 34 GRI content index 14-15 |
| 103-2 The management approach and its components | AR 34 RBR 4, 17, 19-20 |
| 103-3 Evaluation of the management approach | AR 54-56 |
| 419-1 Non-compliance with laws and regulations in the social and economic area | We did not incur any sanctions for non-compliance with UK legislation or regulations during 2019. |

Material issues and boundaries

The table below explains the boundaries for our material topics in line with GRI 103: Management Approach/Disclosure 103-1 Explanation of the material topic and its boundary.

| Material topic 2019 | Impact within the Group | Impact outside the Group | Level of involvement |
|-----------------------------------|-------------------------|---|---|
| Health and safety | ✔ | ✔ Health and safety risks to suppliers and subcontractors working on our sites, as well as the public. Impacts can occur at sites under construction, completed buildings, and infrastructure. | <ul style="list-style-type: none"> • Group responsibility: setting the health and safety standards and requirements for all of our project sites and offices. Anyone attending a site or office is required to comply with these standards and requirements. • Group's extent of influence: improvements in health and safety performance outside of the Group's activities through engagement with industry bodies, the HSE (Health and Safety Executive), suppliers and customers. |
| Training and developing employees | ✔ | ✔ Training provided to subcontractors working on our sites (positive impact: improvement in compliance, efficiency and quality). | <ul style="list-style-type: none"> • Group responsibility: training and career development to all employees (for example technical skills, apprenticeships and professional qualifications support). Subcontractors and employees must successfully complete their Construction Skills Certification Scheme certificate, and any relevant training prior to site entry. Each person entering our sites must undergo formal induction training. • Group's extent of influence: we influence our supplier to attend partnership events and complete relevant modules in the Supply Chain Sustainability School. |
| Employee engagement | ✔ | ✘ | <ul style="list-style-type: none"> • Group responsibility: high quality engagement using regular employee satisfaction surveys. Results are shared, and lead to action plans to address issues raised. Each division holds an annual employee conference where employees can interact managers and colleagues less formally. We have a 'Raising Concerns' facility. Ways to engage with the Board are also in place. |
| Diversity and inclusion | ✔ | ✔ | <ul style="list-style-type: none"> • Group responsibility: an inclusive, empowered culture, underpinned by respect; opportunities for employees to develop professionally; a balance between a successful career and commitments outside work. • Group's extent of influence: working with suppliers, communities and other stakeholders to attract and recruit diverse people to the sector and to the Group. |
| Climate change | ✔ | ✔ Energy used by subcontractors working on our sites. Embodied energy in products and energy performance of buildings/infrastructure in use. | <ul style="list-style-type: none"> • Group responsibility: policy and practice on carbon reduction, for example by energy efficiency measures in operations and employee travel. • Group's extent of influence: we aim to influence risks/impacts outside our operations through supplier engagement, product design and customer engagement. |

Material issues and boundaries (cont)

| Material topic 2019 | Impact within the Group | Impact outside the Group | Level of involvement |
|------------------------------------|-------------------------|---|--|
| Waste management | ✓ | ✓ Waste produced by subcontractors working on our sites, embodied waste and waste from buildings/ infrastructure in use. | <ul style="list-style-type: none"> • Group responsibility: minimise waste across all operations; ensure waste recycling procedures are in place in all sites and offices. • Group's extent of influence: we aim to influence the level of waste arising on our projects through engagement with clients and suppliers. |
| Supplier engagement | ✓ | ✓ | <ul style="list-style-type: none"> • Group responsibility: operate preferred supplier schemes; cultivate long-lasting relationships with suppliers and to treat them with respect; adhere to the Prompt Payment Code. • Group's extent of influence: via the delivery of our procurement policy and practices, to influence sound environmental, social and governance performance. |
| Opportunities for young people | ✓ | ✓ | <ul style="list-style-type: none"> • Group responsibility: engage with local schools and colleges to explain the diverse range of careers within the industry and the Group; offer work placements where possible; offer pre-employment training, apprenticeships and graduate sponsorship programmes. • Group's extent of influence: in line with the Group's approach to training and education, to influence the conditions that enable young people from all backgrounds an opportunity to begin a career in the sector, and in the Group. |
| Community engagement | ✓ | ✓ | <ul style="list-style-type: none"> • Group responsibility: work with communities to mitigate negative impacts of our activities, and enhance the positive impacts. • Group's extent of influence: leave a positive legacy in the communities in which we operate by providing work for local residents, improving community facilities and using local small- to medium-sized businesses (SMEs). |
| Corporate governance | ✓ | ✓ Good governance and legal compliance of our suppliers and of subcontractors working on our sites. | <ul style="list-style-type: none"> • Group responsibility: ensure compliance with all applicable laws and registrations; ensure all employees comply with relevant legislation and regulations; operate an independent service for employees and other individuals working on our projects to raise concerns confidentially about our operations; reviews of our arrangements for raising concerns, and monitoring all reports of non-compliance with our procedures, at Board level. • Group's extent of influence: assessments of all suppliers and subcontractors prior to contract; seeking confirmation that they have complied with all relevant legislation and regulation. |
| Efficient management of operations | ✓ | ✗ | <ul style="list-style-type: none"> • Group responsibility: setting and overseeing the successful implementation of the Group's strategy to deliver long-term value for all stakeholders. Board-level oversight of the Group's performance against its strategic objectives. |
| Client engagement | ✓ | ✗ | <ul style="list-style-type: none"> • Group responsibility: to manage and mitigate the risks affecting quality and delivery and cultivate long-lasting relationships and partnerships with our clients. |

MORGAN SINDALL

GROUP

Morgan Sindall Group plc
Kent House
14-17 Market Place
London W1W 8AJ
Company number: 00521970
@morgansindall
morgansindall.com

Designed and produced by

CONRAN
DESIGN GROUP