

Sustainability and Social Value Policy

Lagan Aviation & Infrastructure Limited (LAIL) are committed to applying the principles of sustainability into all our operations. We recognise that our operations have an impact on the environment and the communities that we work in. Our vision is that LAIL operations provide lasting social, environmental and economic benefits to our stakeholders through focusing on:

- OUR PEOPLE: through supporting, protecting and developing our staff.
- OUR PLANET: through environment protection and stewardship of natural resources.
- OUR FOOTPRINT: through respecting and supporting communities, our supply chain, and by providing employment.

ROLES AND RESPONSIBILITIES

Our Managing Director is responsible for establishing our policy on sustainability and for reviewing the performance of each operating area. Our Directors, supported by our HSEQ team, are responsible for developing and implementing effective arrangements to meet relevant sustainability standards. All our people are expected to lead by example and strive to minimise the impacts of their individual actions. We promote best practice and taking action to prevent poor performance.

MINIMUM STANDARDS

In relation to our people we will:

- Create a work environment where our staff feel, safe, secure and valued.
- Establish and maintain a wellbeing programme for our staff and sub-contractors.
- Promote equality, diversity and inclusion within the workplace.
- Maintain 'IIP Platinum' status by providing a structured training programme.
- Live our company values and create a culture that promotes sustainability across our projects and offices.

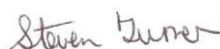
In relation to our planet we will:

- Establish Waste Management Plans to achieve our target of zero waste to landfill.
- Undertake Environmental and Social impacts aspects analysis on all contracts with mitigation measures.
- Measure and reduce our carbon emissions through application of technology and industrial innovation.
- Work with clients and designers to promote the use of sustainable materials.
- Support the undertaking of project BREEAM Infrastructure assessments.
- Reduce wastage of energy, water or materials, whilst protecting and enhancing local biodiversity.
- Drive continuous improvements by setting short, medium and long term sustainability targets.

In relation to our footprint we will:

- Ensure the appointment of local labour, subcontractors and suppliers.
- Support individuals and communities through local community engagement initiatives and our early careers programme.
- Build resilience into the business through good practice and business continuity planning.
- Ensure the confidentiality, integrity and availability of company, employee & client data/information.
- Provide a quality service and products for our clients.
- Source materials responsibly and engage with our supply chain to do the same
- Advise clients and supply chain members on best practice in sustainable construction techniques
- Apply Considerate Constructor Scheme principles to our projects & contracts.

LAIL sets sustainability KPIs for the business and will report honestly on performance.



Steve Turner
Managing Director

Ref No:	1-LAI-ENV-POL-003	Issue No:	1.3	Issue Date:	30/03/2023
Functional Owner	Steve Turner	Document Owner:	Sarah Low	Page:	1 of 1