

CORPORATE SOCIAL RESPONSIBILITY POLICY

Our activities have an impact on the environment, our people, the communities in which we operate, our customers and supply chain, and broader society. We are accountable for ensuring we minimise that impact by approaching our business aims responsibly and by responding to the different concerns and demands of our stakeholders, while remaining profitable and competitive. This means conducting our activities according to rigorous ethical, professional and legal standards. In this way, we continue to deliver high-quality development, construction, operational and management services that help ensure a sustainable built environment for future generations.

We work closely with our employees, clients, suppliers and subcontractors; we strive to balance short-term and long-term interests by integrating economic, environmental and social considerations into our strategic decision-making. We are open-minded in dialogue with those who are affected by our operations and communicate with our stakeholders in a timely and effective manner.

Our people: The commitments to our people are embodied within the following:

- Health, safety and wellbeing – health and safety is a key priority for our business. We are committed to maintaining and continuously improving standards of occupational health and safety for all our employees, subcontractors and those affected by our activities including members of the public.
- Equality and diversity We are committed to the principle of equal opportunities in employment and ensuring that no applicant or employee receives less favourable treatment and we have a formal policy setting out our commitments in this regard
- Learning and development – we are committed to creating a learning culture and providing opportunities to ensure that our people are equipped with the skills and knowledge to maximise business effectiveness. We will also support our people in realising their potential while contributing to the development of the business and the achievement of its objectives.

Our customers: we strive to satisfy our customers: In partnership with our customers we deliver quality projects on time, safely and with due regard to the environment. We work with and support them in developing sustainable solutions to meet their needs.

Our communities: By its very nature the construction, refurbishment and management of buildings has an impact upon the local environment, the end users and the wider community. We take a proactive stance in ensuring that our work causes the minimum of disruption to our neighbours and their communities. We also aim to make a positive contribution by becoming involved with community initiatives and schemes, thereby promoting and enhancing good community relations.

Environment: acknowledging our responsibility to future generations: Phoenix is committed to reducing its impact upon the environment arising from its business activities and have a formal policy setting out this objective. Our business will be externally accredited to ISO14001.

Environmental management: we strive to improve our environmental performance: We take all reasonable steps to manage our operations so as to minimise our environmental impact and promote good environmental practice. We acknowledge our responsibility to the natural environment and strive to minimise any negative impact from our operations.

Energy and resources: we will improve efficiency: Climate change is one of the key environmental challenges our business faces and we are committed to regularly reviewing our business practices and performance to identify how we can reduce our requirements for energy, transport and water usage. We will also promote good practice in respect of recycling and waste minimisation. Where possible, in collaboration with our clients and suppliers, we will use alternative materials and methods to optimise the use of resources.

Innovation: Innovation is essential for the development of our business and for creating vibrant sustainable solutions in the built environment. We aim to stimulate sustainable solutions that balance economic, environmental and social issues.

We believe that by acting upon these commitments we are creating value for our customers, employees, shareholders and broader society.



Lee Compton
CEO

19th April 2020