

Cousins Ltd is committed to actively promoting the principles of each of the three aspects of sustainability; Social, Economic and Environmental. This Policy overarches the individual policies for each of the strands; for detail of our approach to each of these aspects, please also see our separate:

- Social Value Policy
- Economic Policy
- HSEQ Policy

### **Social Value Policy**

It is the policy of Cousins Group Ltd that in preparing to deliver projects, we plan to leave a lasting legacy from our involvement through providing:

- Equality of Opportunity
- Opportunities for Training
- Employment of local residents
- Employment of local supply chain partners
- Opportunities for Skills development
- Youth work experience
- Resident inclusion
- A Safe & Healthy working environment

We will support our clients to meet their obligations under the Public Services (Social Value) Act 2012 and will monitor the implementation of our plans to ensure that objectives are being achieved.

### **Economic Policy**

It is the policy of Cousins Ltd to trade profitably and with integrity in order to provide high quality services which:

- Support employment and training
- Improve the living and working environment for our customers
- Provide a Safe and Healthy environment for our workforce

We will report annually in accordance with the requirements of the Companies Act 2006, and UK generally accepted Accounting Practice Standards.

### **HSEQ Policy**

It is the policy of Cousins Group Ltd that in preparing to deliver projects, we plan to minimise the impact of our operations on the Environmental by

- Eliminating waste to landfill through dynamic re-use and re-cycling arrangements
- Minimising emissions to land, air and water
- Using energy, water and other materials efficiently

**COU-POL-027**  
**Sustainability Policy**

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We will operate an Environmental Management System compliant with ISO 14001:2015 including monitoring and audit to ensure compliance with the various applicable legal requirements for our activities including:

- Waste Management (including Reduction and Recycling)
- Control of Pollution (including Asbestos)
- Control of Emissions
- Environmental Protection

This policy is subject to periodic review and is available internally through Teams, and to the public and upon request to interested 3rd parties via the Cousins Ltd web site.



T Wilkinson  
Group Operations Director

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