

## Business Sustainability Policy Statement

George Law Ltd is committed to a company ethos that supports the sustainable growth of the business and the broader Stepnell Group. To ensure a sustainable business there are five areas that have been identified as key elements to delivery of construction projects:

### Quality

George Law Ltd is to work within a quality management system that maintains a high standard of construction from the outset of our involvement in a project. This approach will support our goal for satisfied clients and the opportunity for repeat business. A separate Quality Policy Statement has been developed to reflect the company's specific approach in this area.

### Environment

George Law Ltd will identify the environmental impacts of its operations and manage these risks. To support these practices we will work within an Environmental Management System that addresses the environmental risks, monitors key areas of environmental impact and through a process of reviews improves the company's environmental performance. Please refer to the Environmental Policy Statement.

### Safety

Safety of our employees and the public is important for the longevity of the business, our perception in the market, potential for financial and criminal penalties, our ability to win work and keeping the business sustainable. George Law Ltd has in place management systems covered by a Health and Safety Policy Statement that identifies our legal responsibilities, practices to maintain safe systems of work, inspections, audits and monitoring. George Law Ltd will also maintain accreditation to health and safety assessment bodies as required by our Clients and the Board.

### Financial

Without being financially successful the business will cease to trade with the resulting impact on employees and our supply chain. To ensure financial stability and profitability we will undertake quarterly financial reviews and on an annual basis have the accounts inspected and audited by an independent accountancy practice. The annual audits pick up on specific financial benchmarks, identified in the accounts, which enable review, assessment of progress and planning of future activities.

### Social

George Law Ltd identifies its workforce as key to the success and sustainability of the business. We look to promote development of individuals through education, training, on-the-job work experience and where appropriate mentoring. Through personal development of our employees there is an improvement in the communities in which we work. The company also has strong employment practices that have been developed to safeguard each employee's position in the company. This includes policies in equal opportunities, safety and legal compliance. Our support of individuals often extends to external parties and our supply chain and the company will consider other external social enterprise or support on a case by case basis.

---

Within these five areas, practices are established to identify and ensure compliance with our legal responsibilities and we are committed to formal registration of these practices and procedures through adoption of the relevant ISO standards (9001 – Quality, 14001 – Environmental, 18001 – Health & Safety) or independent financial auditing. Training is also monitored internally to ensure we have the skills within the business to deliver a sustainable company. Throughout all our practices we look for continual improvement and this is monitored by the Board with the support of the Group's Best Practice Manager.

Signed:

A handwritten signature in black ink, appearing to read 'G. Little', with a horizontal line underneath.

G. Little

Director

1st January 2016

---