
CONSTANTINE

Environmental and Social Statement

Sustainability is integral to every aspect of Constantine's operations. We strive to go beyond our statutory obligations to be a good neighbour, care for our stakeholders and minimise our impact on the environment.

Constantine's commitment to the environment is evidenced in the following ways:

- we have installed lights with a passive detection system in our secure storage facilities
- all our facilities are now fitted with external high efficiency LED lighting and managed with photocell switches to limit operations to dark hours exclusively
- we are reducing our paper consumption by further developing our bespoke operating systems
- we have moved our servers to the cloud to reduce energy consumption and will continue to source increasingly energy efficient ICT equipment
- wherever possible we reuse packing cases and packing materials and elements such as case fittings and foam from packing cases are recycled
- our waste management company maintains a "zero waste to landfill" policy
- all our vehicles comply with current emissions regulations and our ongoing fleet renewal scheme will ensure that we continue to meet and exceed guidelines
- by choosing to cross the Channel with Eurotunnel we have saved at least 133.8 tons of CO2 between 2017 and 2019
- our new purpose-built facility due for completion in 2020 takes into consideration all previous recommendations from the Carbon Trust and ESOS regulatory bodies and will house solar photo voltaic panels that are estimated to provide a 24% reduction in the annual electricity usage thus reducing the building carbon footprint by 58 tons of CO2 emissions per year
- we are implementing a full ground source heat pump (GSHP) system with zero natural gas dependency in our new facility. The GSHP is estimated to give a saving of over 41 tons of CO2 per year
- this facility will be equipped with high efficiency LED lighting throughout
- our water consumption is currently monitored and controlled by 'smart' meters and our new facility will have a sustainable grey water harvesting and storage system to offset the demand on the mains cold water supply.

Constantine is committed to ensuring the wellbeing of all employees. It is recognised that work has an impact on the mental and physical health of employees, and we are committed to making it a positive impact.

Effective employee wellbeing and development will be achieved by:

- maintaining our partnership with the Southwark Council in running an apprenticeship scheme
- supporting staff in balancing work/life commitments by offering flexible working hours and increased annual leave entitlements
- encouraging employee fitness by participating in charitable events such as London to Brighton cycle ride, hosting a charity football event as well as promoting the Cycle to Work scheme
- encouraging employee retention and growth by providing continual training and upskilling opportunities
- being a Living Wage Employer and ensuring that everyone working at Constantine, including contractors, sub-contractors and temporary workers, receive at least the London Living Wage
- supporting the local community, recruiting local talent and collaborating with local educational institutions

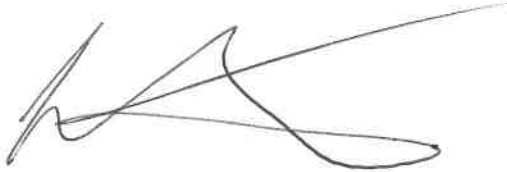
institutions

- ensuring all employees feel included and supported and are given equal opportunities, as stated in our Equal Opportunities Policy and Procedures
- following Constantine Group's Modern Slavery Statement to prevent modern slavery and human trafficking in our own operations and supply chains.

The Environmental and Social Impact Committee reports to the directors, who will at least annually:

- review this sustainability statement to ensure it is effective in line with our policies
- set clear objectives and targets, monitor and measure performance and communicate the results.

Signed:

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Date: 03-2019