

TOGEL
CONTRACTORS LTD

**CORPORATE SOCIAL
RESPONSIBILITY POLICY**

Making a difference now for the future!

CORPORATE SOCIAL RESPONSIBILITY STATEMENT

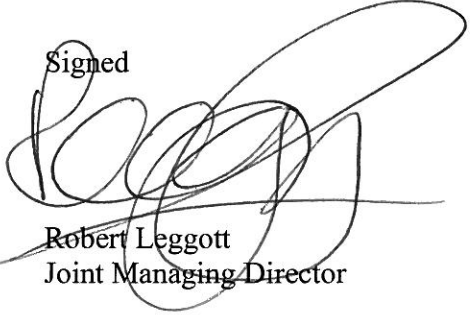
The Togel Group business, delivered locally and nationally is centred broadly on the provision of the build environment for society at large. As such, the Group and its activities have an influence over, and potential impact upon, the economic, environment and social wellbeing of the communities in which it operates. In recognising, addressing and embracing these issues as a fundamental part of maintaining a sustainable business today, Togel is committed to meeting its corporate responsibilities for the sake of future generations.

As companies, as teams and as individuals, we can make a tangible contribution to the delivery of the Togel corporate responsibility for sustainable development. This strategy document contains both the broad aspirations (aims) and commitments of the organisation towards sustainability in our business. It provides a framework within which each of us can identify ways, processes or systems by which we can play our part, no matter which sector or business streams we are engaged in.

Recognising the inherent importance of economic, environmental and social sustainability to our business, the Togel Board expects each of its businesses to adopt these core aspirations and commitments and to implement them as appropriate to their operational sector. We will also encourage all our stakeholders, from our own staff to our suppliers and subcontractors, as well as our customers, to respect these ambitions. We will endeavour to demonstrate to our existing and potential clients the value that we place upon sustainable development and our corporate responsibilities,

Togel is committed to sustainability as part of its overall target and core values.

Signed



Robert Leggott
Joint Managing Director

STRATEGY FOR SUSTAINABILITY

INTRODUCTION

Our target is to be one of the most highly respected companies in the industry by providing our clients with the highest possible quality of service through sustainable, profitable growth. We are a known and respected company, to industry, commerce and the general public within our local district and with further involvement in the local community we require this to grow.

We will continue to build on our strengths and further develop our areas of expertise for the benefit of all associated with the Group and its activities.

The Togel group is committed to addressing sustainability through a responsible approach to economic, environmental and social issues

AIMS

The Togel Group aims will be:

- To increase profitability by making more efficient use of resources, including labour, materials, water and energy.
- To minimise, where we have responsibility or can influence the design of a project, any negative environmental impact of our operations through effective waste management, appropriate choice of materials and careful consideration of design.
- To develop, raise awareness, implement and continually improve our Site Waste Management Plans where they are applicable on projects, and encourage others to follow our lead.
- To provide leadership and raise awareness of the sustainability in our workforce, members of our supply chain, our clients and other stakeholders to encourage participation in meeting our goals.
- To continue to support local communities through opportunities for employment, interaction with schools, liaison and support for local wellbeing, contributing to local charities and voluntary organisations where appropriate.
- To continue to develop and train all our employees to raise their aspirations and to meet the future demands of the business and individuals.
- To achieve greater sustainability year on year. To this end each business unit will develop a strategy setting out objectives and targets against these aims.

ENVIRONMENTAL ISSUES

INTRODUCTION

The Togel Group is committed to conducting its business in a manner that is both professional and ethical whilst paying particular attention to its environmental responsibilities.

These responsibilities will be discharged by implementing the following aims.

AIMS

The Togel Group aims will be:

- The identification of and strict compliance with the letter and intent of all relevant legislation and other requirements.
- To minimise the environmental impacts of our operations and disturbance to our neighbours and the general public.
- Protection of flora and fauna and their habitats at our offices and depots and on sites where we hold responsibility or can influence those that do have responsibility.
- The efficient use of materials, and resources with particular regard to the long-term sustainability of consumable items.
- Minimising the need to travel but where travel is unavoidable, consider the least environmental damaging solutions.
- The establishment and maintenance of management structures within our operating companies with specific responsibility for the implementation of an environmental policy.
- The establishment of targets to measure the continuous improvement in our environmental management systems and performance in key areas, including energy use, water usage and waste.
- Regular management reviews of the content and implementation of the environmental policy with the objective of achieving continuous improvement in performance through the adoption of best practice, training and awareness.
- The introduction of environmental criteria to assess the commitment to sustainable procurement of our supply chain.

COMMITMENT

We are committed to our environmental policy and improving performance. The policy will be implemented in all that we do via the aims stated in this document. Individual operating companies have directors responsible for the Environmental Policy who monitor implementation and provide regular reports to the Main Board. The aims and objectives set out in this policy require full co-operation of our staff, our clients and all those with whom we interact.

SOCIAL ISSUES – TOGEL IN THE COMMUNITY

INTRODUCTION

The Togel Group aspire to build positive relationships within those communities, locally and wherever our operations take us.

We will seek to enhance these relationships by learning to understand the needs of these communities and supporting projects that increase the wellbeing within the community.

AIMS

In order for our business to be sustainable, the Togel Group will continue to attract, develop and retain employees of the calibre to deliver our target as a highly respected Group in our market place by:

- Being an employer of choice that attracts staff of the highest calibre
- Provide training & development to equip employees to meet the future needs.
- Respecting our people and encouraging them to respect others.
- Employing a competent diverse workforce.
- Offering equal opportunities to all.

We are committed to investment in the learning and development of all our employees. It is the policy of the company to provide every employee with learning and development opportunities throughout his/her career to enable him/her to:

- Maintain and improve standards of performance in the current role.
- Deal effectively with any changes in the work environment.
- Develop capabilities to take advantage of future commercial opportunities.
- Continuing professional development.

We will ensure that employees develop technically with the understanding of the themes of customer focus, professionalism, safety, result-driven teamwork and continual improvement to ensure the Group's future success.

All employees will be given the opportunity to formally discuss their job performance, learning and development needs and career aspirations.

COMMITMENT

Togel are committed to 'putting something back'.

We will:

- Create training and job opportunities within the communities
- Be a good neighbour and support local charities and initiatives
- Encourage wider participation.
- Use our influence to steer change for the better.
- Encourage and fabricate a positive work-life balance for our people.

SOCIAL ISSUES – HEALTH, SAFETY & WELFARE

INTRODUCTION

We will continue to strive to be a Group that puts the ‘health’ back into health & safety and supports its staff with occupational health and lifestyle advice.

AIMS

- We will enhance our programme of improvement in occupational health and behavioural issues and continue to deliver health and safety standards that protect all who are engaged in or affected by our work, through a forward-thinking programme of training to achieve required levels of competence and the provision of safe working places.
- We will build on our recent success in reducing the accident incident rates on our projects ahead of the industry’s benchmark targets.
- We will obtain the best external health and safety advice possible.
- We will enhance our programme of health, safety and welfare standards as an integral part of the management culture in our staff and throughout our supply chain.
- We will continue our close working relationships with our supply chain to enable a structured approach towards the delivery of improved health, safety & welfare standards via design, awareness, competence and compliance to legal requirements and industry best practice.
- We will endeavour to assess and where appropriate join/gain membership of relevant substantial forums and organisations.
- We will co-operate closely with the Health & Safety Executive and obtain their advice when deemed necessary.

ECONOMIC ISSUES

INTRODUCTION

The Togel Group is a long-term business with firm foundations in place. We have constantly developed strong growth since our formation in 1985. Based on our solid business model, we retain our ambition to provide further growth in turnover, profit and earnings/share into the future.

AIMS

- Continue to be selective in choice of market and business opportunities
- Recognise and manage risk
- Work with our supply chain to provide consistent high-quality solutions at affordable cost.
- Build relationships with clients to maximise project value, minimise cost and seek out repeat opportunities.
- To further grow the business and continue to add value for our stakeholders.
- Promote sustainable issues as critical elements in reducing whole-life costs.

COMMITMENT

- We are committed to conducting an ethical business through transparency, professional corporate governance and socially responsible investment.
- We are committed to providing our clients with the highest possible quality of service and to delivering sustainable, profitable growth.
- We are determined to demonstrate our commitment to economic issues to our investors, shareholders and other key stakeholders throughout the business.
- We are committed to living up to our core values and remaining focused on improvement and delivery as a means of realising our target to be one of the most respected companies in the construction industry.

IN CONCLUSION

The Togel Group recognises that its short and long-term economic development can and should be achieved only through a responsible approach to social, environmental and ethical issues.

We are also aware of the wider impact of our operations on the society within which we operate.

Therefore, Togel actively encourages all its companies, employees and supply chain partners to embrace and meet individual social, environmental and ethical responsibilities while improving business performance and customer focus.