

## Corporate Social Responsibility Policy

We recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, suppliers, the community and the environment. Our Corporate Social Responsibility policies mean that ABM always endeavour to build and maintain sound relationships with our stakeholders through open and fair communications.

Our Core Purpose and Values define the way we do business, how we treat our customers, our people, each other and our suppliers. They help to define our responsibilities to the communities where our business operates and create the culture and environment in which our business strategy continues to deliver strong results. Our philosophy of "Big enough to make things happen, small enough to care" underpins these wide-ranging responsibilities. We pride ourselves on providing the best possible service and engage in fair dealings in every aspect of our business.

Customers are at the heart of everything we do. Corporate Social Responsibility is good for our business and good for the communities where we operate. Corporate Social Responsibility reflects our Values.

Our partnership values are as follows:

- We shall strive to improve our environmental performance through implementation of our Environmental policies.
- Through our Environmental Policy, we are employing new technologies and an energy efficiency system to help reduce our carbon footprint and establish new ways of improving our environmental management systems.
- We shall ensure a high level of business performance while minimising and effectively managing risk.
- We shall support and encourage our employees to help local community organisations and activities in our region.
- We operate an equal opportunities policy for all present and potential future employees.
- We shall provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.
- We shall uphold the values of honesty, partnership and fairness in our relationships with stakeholders.
- We will operate in a way that safeguards against unfair business practices.
- We shall encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit.
- We engage with our local community on a regular basis and take part in local community events, providing the Company with a sense of belonging within our community.

Signature:

A handwritten signature in black ink, appearing to read 'Ian Anderson', with a horizontal line extending to the right.

Ian Anderson  
Managing Director