

## Our Policy

Balfour Beatty VINCI (BBV) are delivering more than a world class railway; we are working with HS2 in providing a catalyst for growth across Britain.

Creating a high performing team, that operates in a fully inclusive environment, an environment that enables everyone to act courageously, collaborate relentlessly and innovate in the delivery of sustainable solutions, both for our customer and for our stakeholders, is a business essential.

This policy underpins a wider framework for the successful delivery of an exemplar infrastructure project where our local environment, residential and business communities are respected, protected, and enhanced.

## Our Commitment

We understand the trust that HS2 has placed upon us, and we are committed to meeting HS2's sustainability commitments:

- To help facilitate local economic growth and regeneration.
- To develop social value outcomes for our customers and stakeholders.
- To respect and protect the natural and built environment.

## Our Approach

We provide the structure and the tools to foster behaviours that deliver optimum performance at all levels. Additionally, we work closely with our stakeholders to deliver a sustainable, world class railway by:

- Acting so that the long-term benefits of our presence are felt by all sections of society, through the creation of opportunities and pathways to jobs, apprenticeships and career progression for local communities and under-represented groups.
- Creating and maintaining a safe and stable operational environment in support of good employee and industrial relations.
- Embedding equality, diversity, and inclusion across our business and supply chain.

- Building and retaining a skilled workforce that exemplifies clarity of purpose with aligned values and behaviours.
- Reducing adverse impacts, protecting, and where possible enhancing the environment by applying effective mitigation measures to ensure we meet our environmental commitments and legal compliance.
- Exploiting opportunities and implementing actions to reduce embedded carbon and minimise use of natural resources.
- Maintaining a positive sustainability culture by providing training, encouraging engagement, and embedding sustainability in our management processes and operations.
- Setting objectives and targets to drive continual improvement.
- Designing with future generations in mind.

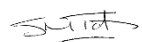
## Responsibilities

The Balfour Beatty VINCI Project Director is accountable for establishing this Policy and, with the support of the Project's senior management, is responsible for demonstrating providing demonstrable leadership and for monitoring the wider team's performance in delivering the Sustainability commitments and approach described above.

It is the responsibility of every individual working on the Project to comply with this policy, and the associated plans, processes, and procedures, to ensure that we deliver sustainable solutions.



## Authorisation



**Stephen Tomkins**  
**Project Director BBV IPT Area North**  
**Date approved: 2<sup>nd</sup> February 2026**  
**Next review required: 31st December 2026**