

FITZGERALD CONTRACTORS LIMITED

# Corporate Social Responsibility Policy

Fitzgerald Contractors, its Directors and all stakeholders are committed to a set of core CSR Principles.

## Legal Conformance

Adherence to the law of the land and current legislation, which operates. Sustainability Through consideration of all economic, environmental and social issues when undertaking feasibility assessment, design, construction and use of new developments.

## Economic

To consider the potential impact of projects on the local economy and the communities affected. We make a profit in order that we continue to operate, to employ people and to create attractive and healthy environments for people to live, work and have leisure activities.

## Environmental

We assess and manage the environmental impacts of our operations. We seek to promote best practice in design, construction, consider the whole life cost, including maintenance and the use of renewable products.

## Social

We seek to encourage social inclusion in the communities in which we work and to operate in an ethical manner with all Stakeholders. We strive to work in a safe manner and to protect the health of our employees, contractors and the general public. We also constantly strive to develop the skills and professionalism of our employees and to provide opportunities for advancement.

## Continuous Improvement

By reviewing performance and setting objectives and targets for Fitzgerald activities, Employees, Supply Chain Partners and other related Stakeholders.

## Reporting

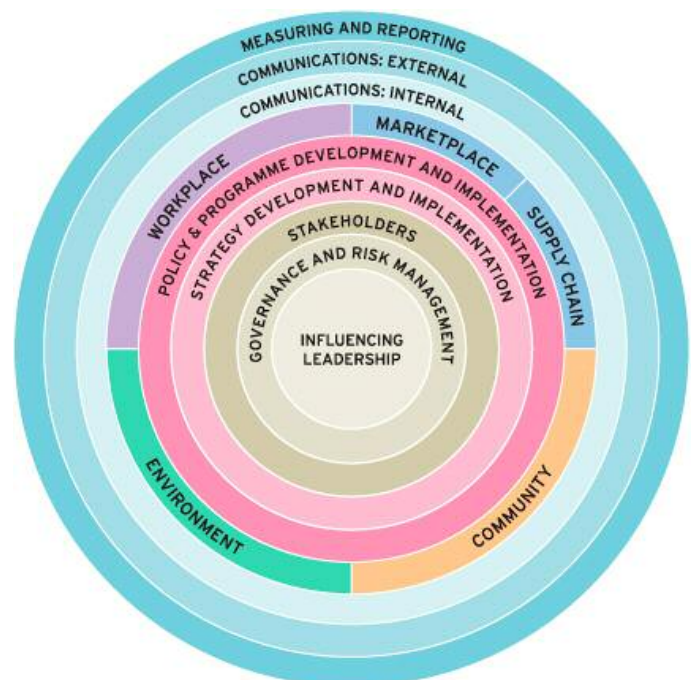
A Director of Thomas Vale Group is nominated to report to the Main Boards and separate Employee Committees in respect of Health and Safety and Equal Opportunities in respect of CSR matters.

## Implementation

We have Main Board Directors in place to manage and audit organisational arrangements with clearly defined responsibilities for company wide implementation, enforcement (where required) and general review.

## Monitoring

Across all CSR objectives, our policy is reviewed using External collated Best Practice data to suggest areas of focus and to ensure a programme of continuous improvement is implemented company wide.



Approved by N Coley  
Managing Director  
(August 2011)